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ABSTRACT

This document reports the 2001-2002 salary data for all professional staff working in ARL (Association of Research Libraries) libraries. Data for 9,469 professional staff members were reported for the 124 ARL university libraries, including their law and medical libraries (909 staff members reported by 69 medical libraries and 726 staff members reported by 74 law libraries). For the ten non-university ARL members, data were reported for 3,804 professional staff members. The tables are organized in seven major sections: (1) salary figures for all professionals working in ARL member libraries, including law and medical library data; (2) salary information for the ten non-university research libraries of ARL; (3) data for the general library system of the university ARL members, combining U.S. and Canadian data but excluding law and medical data; (4) data on U.S. ARL university library members excluding law and medical data; (5) data on Canadian ARL university libraries excluding law and medical data; (6) data on medical libraries, combining U.S. and Canadian data; and (7) data on law libraries, combining U.S. and Canadian data. The university population is generally treated in three distinct groups: staff in the general library system, staff in the university medical libraries, and staff in the university law libraries. All branch libraries for which data were received, other than law and medical, are included in the general category, whether or not those libraries are administratively independent. Most tables show Canadian salaries converted into U.S. dollar equivalents at the rate of 1.56878 Canadian dollars per U.S. dollar; however the tables pertaining exclusively to staff in Canadian university libraries express salary data in Canadian dollars. Copies of the questionnaires for university and non-university libraries, a list of ARL member libraries, and a table of numbering changes for 1998-99 to 1999-2000 is appended. (Contains 48 data

tables.) (MES)

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ARL ANNUAL SALARY SURVEY 2002-03



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Custom reports based on the *Salary Survey* data are also available. Contact the ARL Statistics and Measurement Program Officer for further information.

The quantitative rank order tables presented in this publication are not indicative of performance and outcomes and should not be used as measures of library quality. In comparing any individual library to ARL medians or to other ARL members, one must be careful to make such comparisons within the context of differing institutional and local goals and characteristics.

Visit the ARL Statistics and Measurement Program online at <http://www.arl.org/stats/>.

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INTRODUCTION

The *ARL Annual Salary Survey 2002-2003* reports salary data for all professional staff working in ARL libraries. The Association of Research Libraries (ARL) represents the interests of 124 libraries that serve major North American research institutions.¹ The Association operates as a forum for the exchange of ideas and as an agent for collective action to influence forces affecting the ability of these libraries to meet the future needs of scholarship. The ARL Statistics and Measurement program, which produces the *Salary Survey*, is organized around collecting, analyzing, and distributing quantifiable information describing the characteristics of research libraries. The *ARL Annual Salary Survey* is the most comprehensive and thorough guide to current salaries in large U.S. and Canadian academic and research libraries, and is a valuable management and research tool.

Data for 9,400 professional staff members were reported this year for the 114 ARL university libraries, including their law and medical libraries (900 staff members reported by 69 medical libraries and 726 staff members reported by 74 law libraries). For the 10 nonuniversity ARL members, data were reported for 3,864 professional staff members.

The tables are organized in seven major sections. The first section includes Tables 1 through 6, which report salary figures for all professionals working in ARL member libraries, including law and medical library data. The second section includes salary information for the 10 nonuniversity research libraries of ARL. The third section, entitled "ARL University Libraries," reports data in Tables 7 through 25 for the "general" library system of the university ARL members, combining U.S. and Canadian data but excluding law and medical data. The fourth section, composed of Tables 26 through 30, reports data on U.S. ARL university library members excluding law and medical data; the fifth section, Tables 31-34, reports data on Canadian ARL university libraries excluding law and medical data. The sixth section (Tables 35-41) and the seventh section (Tables 42-48) report on medical and law libraries, respectively, combining U.S. and Canadian data.

The university population is generally treated in three distinct groups: staff in the "general" library system, staff in the university medical libraries, and staff in the university law libraries. Any branch libraries for which data were received, other than law and medical, are included in the "general" category, whether or not those libraries are administratively independent. Footnotes for many institutions provide information on branch inclusion or exclusion.

In all tables where data from U.S. and Canadian institutions are combined, Canadian salaries are converted into U.S. dollar equivalents at the rate of 1.56878 Canadian dollars per U.S. dollar.² Tables 4 and 31 through 34, however, pertain exclusively to staff in Canadian university libraries, so salary data in those tables are expressed in Canadian dollars.

¹ The University of Louisville became an ARL member in 2002. Its salary survey data are included here for the first time.

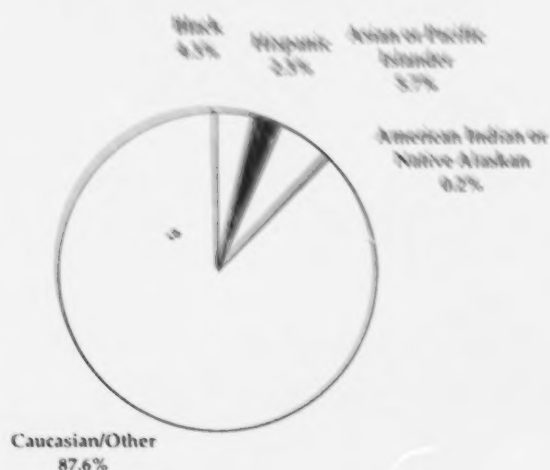
² This is the average monthly mean exchange rate published in the *Bank of Canada Review* for the period July 2001-June 2002 and is used in converting 2002-03 figures that are collected as of July 2002.

RACE AND ETHNICITY

There were 1,062 minority professional staff reported in 100 U.S. ARL university libraries, including law and medical.³ Note that the data for minority professionals comes only from the U.S. ARL university libraries following the Equal Employment Opportunity Commission (EEOC) definitions; Canadian law prohibits the identification of Canadians by ethnic category.

Currently, 12.4% of the professional staff in U.S. ARL university libraries (including law and medical) belongs to one of the four non-Caucasian categories for which ARL keeps records. The number of minorities in managerial or administrative positions in the largest U.S. academic libraries is far lower: 5.2% are directors (8 out of 97), 6% are associate or assistant directors (21 out of 351), and 10.3% are branch librarians (50 out of 486). Graph 1, below, depicts the overall racial/ethnic distribution of professional staff in U.S. ARL university libraries: Caucasian/Other 87.6%, Asian/Pacific Islander 5.7%, Black 4.3%, Hispanic 2.3%, and American Indian/Alaskan Native 0.2%. According to a 1998 survey by Mary Jo Lynch, data from the American Library Association (ALA) show that the sample of academic libraries surveyed by ALA has a higher representation of Blacks, Asian/Pacific Islanders, and American Indian/Alaskan Native than ARL libraries.⁴

Graph 1
Ethnicity/Race of Professional Staff in
U.S. ARL University Libraries, 2005-06



Minority professional staff in U.S. ARL university libraries continues to be disproportionately distributed across the country. Using Figure 1, we can compare the number of minority staff with other staff, region by region. These patterns of distribution have been relatively stable for the entire history of ARL's data-collection experience. Minorities are underrepresented in the New England, East North Central, West North Central, and East South Central regions (see Table 25 for a definition of the regions).

³ Some U.S. institutions offer their librarians the option of not reporting race and ethnicity; others forbid the tracking of racial and ethnic classification altogether. See Footnotes.

⁴ Mary Jo Lynch, "Librarians' Salaries: Smaller Increases This Year," *American Libraries* 29.10 (1998): 66-70. Also available at <http://www.ala.org/alaorg/csr/raceethnic.html>.

Proportionately to other regions, there are more minorities in the South Atlantic, West South Central, and Pacific areas, and slightly more minorities in the Middle Atlantic and Mountain regions.

Figure 1

MINORITY PROFESSIONALS BY REGION (U.S.)
IN ARL UNIVERSITY LIBRARIES, FY 2002-03

Race/Ethnicity Category	New England	Middle Atlantic	E North Central	W North Central	South Atlantic	East S Central	West S Central	Mountain	Pacific	TOTAL	%
Black	34	60	60	34	112	33	34	9	22	467	34.60%
Hispanic	21	22	22	8	32	1	30	32	24	194	16.27%
Asian	90	85	29	10	85	8	27	19	120	489	48.67%
AMIAN ⁵	1	2	3	1	4		1	3	1	16	1.91%
Minority Total	112	170	129	49	213	31	91	58	167	1,063	100.00%
Minority Percent	10.95	16.04	16.48	4.34	20.00	2.92	8.52	5.40	15.53	100.00	12.45
Nonminority Total	1,024	1,162	1,380	440	1,325	388	524	403	861	7,483	87.55%
Nonminority Percent	1/4.1/4	1/5.96%	1/7.14%	6.33%	16.32%	3.14%	7.03%	3.99%	1/1.31%	100.00%	87.55%
Regional Percent	1/5.55%	1/5.88%	1/7.14%	6.36%	16.82%	4.40%	7.78%	3.47%	1/2.12%	100.00%	100.00%
Proportionate Minority Representation	26.32%	9.94%	4.17%	35.30%	22.50%	45.77%	1/2.28%	1.38%	36.65%		

ARL recognizes the difficulties that the profession has in attracting a diverse workforce and continues to work actively in the development of workplace climates that embrace diversity. The ARL Diversity Program, through its Leadership and Career Development Program and the Initiative to Recruit a Diverse Workforce, emphasizes ARL and its members' commitment to creating a diverse academic and research library community to better meet the new challenges of global competition and changing demographics. Further, the Diversity Program focuses on issues surrounding work relationships in libraries while considering the impact of diversity on library services, interactions with library users, and the development of collections, through such venues as its online publication, *Leading Ideas*.⁶

Women comprise 69.3% of staff in the four racial/ethnic groups that comprise minority staff, as compared to 63.87% of Caucasian/Other staff in all U.S. ARL university libraries. The overall gender balance in the 114 Canadian and U.S. university libraries (including law and medical) is 35.07% male and 64.93% female. See Figure 1, above, and Figure 2, below, for more detail on race/ethnic and gender distribution.

⁵ American Indian/Alaskan Native.

⁶ For more information on the ARL Diversity Program see <<http://www.arl.org/diversity/>>. *Leading Ideas* is available at <<http://www.arl.org/diversity/leading/index.html>>.

Figure 2

**RACE/ETHNICITY AND SEX DISTRIBUTION OF PROFESSIONAL STAFF
IN ARL UNIVERSITY LIBRARIES FY 2002-03**

United States

	Men		Women		Total
	Number of Staff	Percent of Total	Number of Staff	Percent of Total	
Main	2,583	36.69%	4,457	63.31%	7,040
Medical	211	25.64%	612	74.36%	823
Law	235	34.51%	446	65.49%	681
Minority ⁷	326	30.70%	736	69.30%	1,062
Non-minority	2,703	36.13%	4,779	63.87%	7,482
All	3,029	35.45%	5,515	64.55%	8,544

Canada

	Men		Women		Total
	Number of Staff	Percent of Total	Number of Staff	Percent of Total	
Main	261	32.87%	533	67.13%	794
Medical	15	17.44%	71	82.56%	86
Law	16	35.56%	29	64.44%	45
All	292	31.57%	633	68.43%	925

United States and Canada (Combined)

	Men		Women		Total
	Number of Staff	Percent of Total	Number of Staff	Percent of Total	
Main	2,844	36.30%	4,990	63.70%	7,834
Medical	226	24.86%	683	75.14%	909
Law	251	34.57%	475	65.43%	726
All	3,321	35.07%	6,148	64.93%	9,469

GENDER DATA

Many readers of previous surveys have inquired about evidence of gender-based salary differentials in ARL libraries. Data on salary comparisons for directors also are frequently requested. The average salary for male directors was higher than that of their female counterparts (see Table 17); however, the number of women in the top administrative library position has been growing steadily in recent years (56 women directors out of 111 total directorships reported).

Looking at other job categories, though, as Table 17 demonstrates, average salaries for men in most cases still surpass those of women in the same job category. In only nine categories of the 27 used in the tables do the average salaries of women exceed those of men. The overall salary for women is 94.1% that of men for the 114 ARL university libraries, compared to 94.2% in 2001-02. While this shows a marked closure of the gender gap in ARL libraries in the long term – in 1980-81, women in ARL libraries made roughly 87% that of men – it also raises the possibility that the closure has peaked, and that a five or six percent gap between men's and women's salaries may persist.

Table 18 provides average years of professional experience for many of the same staffing categories for which salary data are shown in Table 17, revealing that experience differentials between men and women cannot account fully for the salary differentials. Women average more experience in eight of the nine position categories in which they average higher pay, but there are other categories in which women

⁷ Includes staff in medical and law libraries.

on average have more experience and less pay (Director, Associate Director, and Head of Reference are examples). Table 19 further reveals that the average salary for men is consistently higher than the average salary for women in every one of the experience cohorts, a pattern that is also repeated for minority librarians: the average salary for minority men is higher than that for minority women in nine of the ten experience cohorts (see Table 30).

There is a sense that the gender gap persists in academe in areas beyond the library and that a renewed commitment to resolve the problem is needed.⁸ A variety of reasons have been offered as to why these trends persist, most notably the perception that work is peripheral in a woman's life and, consequently, female-dominated professions are undervalued. Librarianship is predominantly and persistently a woman's profession. The scarcity of men in the profession has been well documented in many studies—the largest percentage of men employed in ARL libraries was 38.2% in 1980-81; since then men have consistently represented about 35% of the professional staff in ARL libraries.

INSTITUTIONAL CHARACTERISTICS AND SALARIES

A. PUBLIC AND PRIVATE INSTITUTIONS

Salaries in private U.S. ARL university libraries continue to exceed those paid in publicly supported U.S. university libraries. In FY 2002-03, the differential held steady at 6.4%, or an average of \$3,591 more paid for a position in a private institution. However, in some cases—Heads of Acquisitions, Reference, Serials, Documents/Maps, and Circulation; Reference Librarians with over 14 years of experience, Cataloging Librarians with 10 to 14 years of experience, and Other Librarians with more than 5 years of experience—average salaries in the public sector exceed those paid for similar positions in private university libraries (see Table 21).

B. LIBRARY SIZE

Library size, as measured by the number of professional staff, is another significant determinant of salary. As a rule, the largest libraries pay the highest average salaries, not only overall, but for specific positions as well. The cutoff staffing levels used to determine the largest cohort of libraries, after declining in every year since 1995-96, held steady at 110 in 2002-03.⁹ For the first time in four years, the largest cohort of libraries, with staff levels above 110, has the highest average salary, \$58,828, compared to \$58,139 for the second-largest cohort (staff between 75 and 110). Libraries with staff of 50-74 professionals paid an average salary of \$53,192 and those with staff between 22 and 49 paid \$54,579. The gap between the highest paying cohort and the lowest paying cohort is \$4,249, about 24% smaller than last year's difference of \$5,583 (see Table 23).

C. GEOGRAPHIC AREA

The highest salaries are found in the Pacific area (see Table 25), followed by New England and the Middle Atlantic. All three areas have overall average salaries higher than \$58,000, with the Pacific region averaging as high as \$65,405. Canada is the region with the lowest average salary; Canadian salaries, as converted into U.S. dollars, have declined irregularly since the early 1990s as a result of the declining purchasing power of the Canadian dollar (Table 4). Among U.S. libraries, salaries in the West South

⁸ There are many instances citing the continuation of gender inequity in academia. See, for example: Denise K. Manger's articles in the *Chronicle of Higher Education*, "Faculty Salaries Increased 3.7% in 1999-2000" (14 Apr. 2000: A20) and "Faculty Salaries are Up 3.6%, Double the Rate of Inflation" (23 Apr. 1999: A16); D. W. Miller, "Salary Gap Between Male and Female Professors Grows Over the Years, Study Suggests," *Chronicle of Higher Education*, Today's News, 27 Apr. 2000, <<http://chronicle.com/daily/2000/04/2000042702n.htm>>; and Yolanda Moses, "Salaries in Academe: The Gender Gap Persists," *Chronicle of Higher Education* 12 Dec. 1997: A60.

⁹ In 1995-96, the largest cohort of libraries was determined based on staff over 124; in 1996-98, over 120; in 1998-99, over 115, and since 1999-2000, over 110. See Table 23.

Central region are lowest, followed by the East South Central, West North Central, and South Atlantic regions.

D. RANK STRUCTURE

Rank structure continues to provide a useful framework for examining professional salaries in ARL university libraries. Figure 4, below, displays average salary and years of experience in the most commonly used rank structures. Readers should be aware that not all individuals have a rank that fits into the rank structure the library utilizes. Most commonly, directors may have no rank or a rank outside the structure, and it is common for non-librarians included in the survey (business officers, personnel staff, computer specialists, etc.) to be unranked, as well.

The pattern of relationships between rank and salary seen in past years continues, where higher rank is associated with higher average years of experience and a higher salary. 5,354 of the 9,469 librarians in ARL university member libraries occupy a rank within these three most commonly found ranking systems, and the largest number of professionals (2,957) occupies a rank in a four-step rank structure.

Figure 3

**AVERAGE SALARIES AND AVERAGE YEARS OF EXPERIENCE OF LIBRARY PROFESSIONALS
IN LIBRARIES WITH THREE, FOUR, AND FIVE STEP RANK STRUCTURES
FY 2002-03**

	Three-Step		Four-Step		Five-Step	
	Salary	Experience	Salary	Experience	Salary	Experience
Librarian 1	41,839	8.3	39,435	7.1	39,867	7.2
Librarian 2	52,120	16.6	46,131	12.5	48,298	10.8
Librarian 3	69,464	23.9	54,535	19.7	55,820	18.9
Librarian 4			67,555	24.9	66,425	22.3
Librarian 5					75,357	26.9
No. of Staff	1,374		2,957		1,023	

INFLATION EFFECT

Tables 2 and 6 reveal changes in beginning professional and median salaries, as well as changes in the U.S. Bureau of Labor's Cost of Living Index (CPI-U) for university and nonuniversity research libraries. Table 3 is similar to Table 2, but reports data only on U.S. libraries. Table 4 shows trend data for Canadian libraries and compares them to the Canadian Consumer Price Index changes. Tables 2, 3, and 4 include law and medical library staff in ARL university libraries. All tables indicate that the purchasing power of professionals working in ARL libraries is barely keeping up with inflation.

The median salary for all ARL university libraries was \$51,636 in 2002-03; for only U.S. ARL libraries it was \$52,789; and for Canadian ARL libraries converted into U.S. dollars it was \$42,657, or a median of \$66,919 Canadian dollars.

Table 6 reveals that the median salary for nonuniversity staff has increased about 0.4% in the last year. The median salary for combined U.S. and Canadian university libraries increased 1.8% (Table 2); for U.S. salaries 1.9% (Table 3), and for Canadian salaries denominated in Canadian dollars 2.6% (Table 4). At the same time, the U.S. Consumer Price Index increased 1.5% in the last year and the Canadian Consumer Price Index increased 2.1%.

Beginning salaries continue to increase their purchasing power faster than overall salary gains. The median beginning salary in ARL university libraries is \$35,000 (a 2.9% increase from last year); in ARL nonuniversity research libraries it is \$34,739 (a 1% increase).

Libraries are facing serious human resources issues as the need to hire professionals with advanced technological skills and the demand for these skills pushes salaries up while libraries seem unable to adjust their salary structures beyond accounting for inflation. As people are hired with higher beginning salaries, the inability to adjust the overall salary structure to achieve some equity for the experienced staff members is another factor that contributes to slow salary growth. This, combined with other evidence from the *ARL Statistics*, shows libraries' proportion of materials and operating expenditures increasing faster than salaries, providing a future picture of libraries with fewer staff members, who are in turn being paid salaries that are fighting to keep up with inflation.

Readers are reminded that these data reflect only salaries, and that there are other compensation issues, which may have influenced the pattern of salaries in various institutions. In addition, a highly standardized structure for capturing data has been used, which may portray results in a way that cannot be fully representative of a local situation.

Martha Kyriallidou
Mark Young
Association of Research Libraries
March 10, 2002

SALARY LEVELS FOR STAFF IN ARL LIBRARIES

Tables 1-4

TABLE 1: DISTRIBUTION BY SALARY LEVEL*

Figures in columns headed by fiscal year show the number of filled professional positions. Columns headed by cum. % show the percentage of all filled positions with salaries equal to or more than the beginning of each salary range. For example, in FY 2002-03, 54.4% of all ARL university librarians earned more than \$50,000, as did 79.9% of all ARL nonuniversity librarians.

Salary Range	University Librarians				Nonuniversity Librarians			
	FY 2001-02	cum. %	FY 2002-03	cum. %	FY 2001-02	cum. %	FY 2002-03	cum. %
More than \$200,000	10	0.1	14	0.1	1	0.0	1	0.0
175,000 - 199,999	25	0.4	24	0.4	0	0.0	0	0.0
150,000 - 174,999	29	0.7	40	0.8	1	0.1	4	0.1
140,000 - 149,999	32	1.0	36	1.2	4	0.2	2	0.2
130,000 - 139,999	36	1.4	32	1.5	88	2.5	94	2.7
120,000 - 129,999	41	1.9	42	2.0	15	2.9	10	2.9
110,000 - 119,999	45	2.4	56	2.6	168	7.5	239	9.2
100,000 - 109,999	96	3.4	117	3.8	111	10.4	192	14.2
95,000 - 99,999	71	4.2	93	4.8	145	14.3	112	17.2
90,000 - 94,999	106	5.3	105	5.9	122	17.6	99	19.8
85,000 - 89,999	131	6.8	155	7.5	99	20.3	188	24.7
80,000 - 84,999	203	9.0	217	9.8	218	26.2	149	28.7
75,000 - 79,999	322	12.5	363	13.7	167	30.6	294	36.4
70,000 - 74,999	384	16.6	436	18.3	203	36.1	422	47.5
65,000 - 69,999	480	21.9	517	23.7	535	50.5	316	55.8
62,000 - 64,999	439	26.6	474	28.7	168	55.0	137	59.4
60,000 - 61,999	302	29.9	323	32.1	167	59.5	200	64.6
58,000 - 59,999	309	33.3	308	35.4	150	63.5	84	66.9
56,000 - 57,999	354	37.1	417	39.8	149	67.6	125	70.1
54,000 - 55,999	431	41.8	353	43.5	119	70.8	163	74.4
52,000 - 53,999	440	46.6	536	49.2	119	74.0	103	77.1
50,000 - 51,999	532	52.4	495	54.4	118	77.1	107	79.9
48,000 - 49,999	507	57.9	544	60.2	123	80.4	113	82.9
46,000 - 47,999	551	63.9	579	66.3	89	82.8	137	86.5
44,000 - 45,999	569	70.1	548	72.1	150	86.9	67	88.3
42,000 - 43,999	556	76.1	570	78.1	70	88.8	73	90.2
40,000 - 41,999	544	82.0	519	83.6	40	89.8	61	91.8
38,000 - 39,999	500	87.5	453	88.4	95	92.4	93	94.2
36,000 - 37,999	359	91.4	355	92.1	85	94.7	95	96.7
34,000 - 35,999	337	95.0	264	94.9	21	95.2	64	98.4
32,000 - 33,999	186	97.1	195	96.9	115	98.3	31	99.2
30,000 - 31,999	118	98.3	114	98.2	35	99.3	17	99.7
29,000 - 29,999	34	98.7	30	98.5	12	99.6	5	99.8
28,000 - 28,999	28	99.0	40	98.9	8	99.8	5	99.9
27,000 - 27,999	26	99.3	26	99.2	3	99.9	0	99.9
26,000 - 26,999	25	99.6	25	99.4	2	99.9	1	100.0
25,000 - 25,999	23	99.8	24	99.7	0	99.9	0	100.0
Less than 25,000	17	100.0	30	100.0	2	100.0	1	100.0
Total Positions	9,198		9,469		3,717		3,804	
Median Salary	\$50,724		\$51,636		\$65,025		\$65,289	

* Canadian salaries expressed in U.S. dollars. Includes medical and law libraries.

TABLE 2: SALARY TRENDS IN ARL UNIVERSITY LIBRARIES*

Salary figures for the current year are displayed in the context of the previous years and compared to the changes in the Consumer Price Index (CPI) to show trends in the purchasing power of median and beginning professional salaries. Salary figures and CPI numbers have been converted to adjusted indexes using July 1984 as the base. Actual CPI data retrieved from the U.S. Department of Labor, Bureau of Labor Statistics' *Consumer Price Index for All Urban Consumers - (CPI-U)*, located at <<http://146.142.4.24/cgi-bin/surveymost?cu>>.

Fiscal Year	No. of Libs.	Total Staff	Median Salary [†]	BPS [‡] Median	Median Salary Index	BPS [‡] Index	Actual CPI	Adjusted CPI
2002-03	114	9,469	\$51,636	\$35,000	197.8	212.1	180.1	173.3
2001-02	113	9,198	50,724	34,000	194.3	206.1	177.5	170.8
2000-01	112	8,882	49,068	32,879	188.0	199.3	172.8	166.3
1999-2000	111	8,595	47,377	31,100	181.5	188.5	166.7	160.4
1998-99	110	8,400	45,775	30,000	175.2	181.7	163.2	157.1
1997-98	110	8,414	44,534	28,500	170.5	172.6	160.5	154.5
1996-97	109	8,325	43,170	27,687	165.3	167.7	157.0	151.1
1995-96	108	8,231	41,901	27,000	160.5	163.6	152.5	146.8
1994-95	108	8,216	41,088	26,000	157.4	157.6	148.4	142.8
1993-94	108	8,132	40,225	25,834	154.1	156.6	144.4	139.0
1992-93	108	8,212	39,265	25,000	150.4	151.5	140.2	134.9
1991-92	107	8,256	38,537	24,000	147.7	145.5	136.2	131.1
1990-91	107	8,382	36,701	23,800	140.6	144.2	130.7	125.8
1989-90	107	8,253	34,629	22,000	132.7	133.3	124.0	119.3
1988-89	107	8,087	32,461	20,400	124.4	123.6	118.3	113.9
1987-88	106	7,962	30,534	19,460	117.0	117.9	113.6	109.3
1986-87	105	7,718	28,941	18,250	110.9	110.6	109.6	105.5
1985-86	105	7,543	27,485	17,500	105.3	106.1	107.6	103.6
1984-85	104	7,161	26,100	16,500	100.0	100.0	103.9	100.0

* Canadian salaries expressed in U.S. dollars.

[†] Includes medical and law libraries.

[‡] Beginning professional salary.

TABLE 3: SALARY TRENDS IN U.S. ARL UNIVERSITY LIBRARIES*

Salary figures for the current year are displayed in the context of previous years and compared to the changes in the U.S. Consumer Price Index (CPI) to show trends in the purchasing power of median and beginning professional salaries. Salary figures and CPI numbers have been converted to adjusted indexes, using July 1984 as the base. Actual CPI data retrieved from the U.S. Department of Labor, Bureau of Labor Statistics' *Consumer Price Index for All Urban Consumers - (CPI-U)*, located at <<http://146.142.4.24/cgi-bin/surveymost?cu>>.

Fiscal Year	No. of Libs.	Total Staff	Median Salary	Median Salary Change	Median Salary Index	Actual CPI	Adjusted CPI	CPI Change
2002-03	100	8,544	\$52,789	1.9%	203.5	180.1	173.3	1.5%
2001-02	99	8,337	51,806	4.1	199.7	177.5	170.8	2.7
2000-01	99	8,127	49,753	3.7	191.8	172.8	166.3	3.7
1999-2000	98	7,858	48,000	4.1	185.0	166.7	160.4	2.1
1998-99	97	7,671	46,130	3.6	177.8	163.2	157.1	1.7
1997-98	97	7,682	44,544	3.4	171.7	160.5	154.5	2.2
1996-97	96	7,562	43,084	3.4	166.1	157.0	151.1	3.0
1995-96	95	7,435	41,651	2.7	160.5	152.5	146.8	2.8
1994-95	95	7,401	40,573	3.4	156.4	148.4	142.8	2.8
1993-94	95	7,390	39,257	3.0	151.3	144.4	139.0	3.0
1992-93	95	7,375	38,124	3.0	146.9	140.2	134.9	2.9
1991-92	94	7,408	37,009	3.5	142.6	136.2	131.1	4.2
1990-91	94	7,543	35,761	5.2	137.8	130.7	125.8	5.4
1989-90	94	7,344	34,000	5.8	131.0	124.0	119.3	4.8
1988-89	94	7,252	32,149	5.4	123.9	118.3	113.9	4.1
1987-88	93	7,145	30,492	5.1	117.5	113.6	109.3	3.6
1986-87	92	6,886	29,021	6.5	111.9	109.6	105.5	1.9
1985-86	91	6,707	27,249	5.0	105.0	107.6	103.6	3.6
1984-85	91	6,456	25,946	6.9	100.0	103.9	100.0	-

* Includes medical and law libraries in median salary.

TABLE 4: SALARY TRENDS IN CANADIAN ARL UNIVERSITY LIBRARIES*

Salary figures for the current year are displayed in the context of previous years. Canadian salaries are presented in both U.S. \$ and Canadian \$ denominations and the annual exchange rate used in the salary surveys is also listed. Canadian salaries are also compared to the changes in the Canadian Consumer Price Index (CPI) to show trends in the purchasing power of median Canadian salaries. CPI number changes are based on July CPI figures. The Canadian CPI change is indicated in the 21 August 2002 edition of *The Daily*, a Statistics Canada publication, at <<http://www.statcan.ca/Daily/English/020821/d020821a.htm>>

Fiscal Year	No. of Libs.	Total Staff	Median Salary in U.S. \$ [†]	Median Salary Change [†]	Exchange Rate	Median Salary in Can. \$	Median Salary Change	Canadian CPI Change
2002-03	14	925	\$42,657	-0.6%	1.56878	\$66,919	2.6%	2.1%
2001-02	14	861	42,928	-1.1	1.51919	65,215	2.1	2.6
2000-01	13	755	43,394	5.0	1.47192	63,873	2.4	3.0
1999-2000	13	737	41,316	-3.8	1.5103	62,400	2.4	1.8
1998-99	13	729	42,963	-2.7	1.4177	60,909	0.9	1.0
1997-98	13	732	44,167	1.4	1.3663	60,346	1.7	1.8
1996-97	13	764	43,569	0.9	1.3613	59,310	-0.4	1.2
1995-96	13	796	43,173	-1.7	1.3794	59,554	1.3	2.5
1994-95	13	815	43,919	-6.0	1.3381	58,768	0.7	0.2
1993-94	13	816	46,744	-4.3	1.2488	58,374	2.9	1.6
1992-93	13	837	48,820	2.7	1.1623	56,744	3.4	1.3
1991-92	13	847	47,519	5.5	1.1547	54,870	3.6	5.8
1990-91	13	839	45,023	15.1	1.1759	52,942	12.5	4.2
1989-90	13	853	39,117	12.3	1.2026	47,042	5.3	5.4
1988-89	13	837	34,826	11.7	1.2826	44,668	5.3	3.8
1987-88	13	817	31,178	10.9	1.3602	42,408	9.1	4.7
1986-87	13	831	28,123	-1.9	1.3817	38,858	1.2	4.2
1985-86	13	829	28,666	1.1	1.3388	38,378	7.9	3.8
1984-85	12	705	28,346	-0.8	1.2548	35,569	0.8	4.2
Average				2.5%			3.6%	3.0%

* Canadian salaries expressed in U.S. dollars.

[†] Includes medical and law libraries in median salary.

ARL NONUNIVERSITY LIBRARIES

Tables 5-6

TABLE 5: MEDIAN AND BEGINNING PROFESSIONAL SALARIES
IN ARL NONUNIVERSITY LIBRARIES*

	No. of Staff	<u>Median Salaries</u>		<u>Beginning Salaries</u>	
		FY 2001-02	FY 2002-03	FY 2001-02	FY 2002-03
Boston Public Library †	223	\$49,360	\$50,841	\$34,928	\$34,928
Canada Institute for Scientific and Technical Information *	170	38,244	39,872	26,918	28,956
Center for Research Libraries	20	41,453	47,612	30,305	30,305
Library of Congress †	2,574	69,099	72,400	36,656	38,406
National Agricultural Library †	108	60,242	63,119	36,656	38,406
National Library of Canada *	156	34,420	36,245	27,498	28,250
National Library of Medicine	182	65,556	68,687	36,656	38,406
New York Public Library †	247	48,980	50,477	33,850	33,850
New York State Library	66	51,702	53,512	33,381	34,549
Smithsonian Library	58	62,013	64,047	36,656	38,406

* Canadian salaries expressed in U.S. dollars.

† See footnotes.

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TABLE 6: SALARY TRENDS IN ARL NONUNIVERSITY LIBRARIES*

Salary figures for the current year are displayed in the context of the previous years and compared to the changes in the Consumer Price Index (CPI) to show trends in the purchasing power of median and beginning professional salaries. Salary figures and CPI numbers have been converted to adjusted indexes, using July 1984 as the base. Actual CPI data retrieved from the U.S. Department of Labor, Bureau of Labor Statistics' *Consumer Price Index for All Urban Consumers - (CPI-U)*, located at <http://146.142.4.24/cgi-bin/surveymost?cu>.

Fiscal Year	No. of Libs.	Total Staff	Median Salary*	BPS' Median	Median Salary Index	BPS' Index	Actual CPI	Adjusted CPI
2002-03	10	3,804	\$65,289	\$34,739	192.7	210.4	180.1	173.3
2001-02	10	3,717	65,025	34,389	191.9	208.3	177.5	170.8
2000-01	10	3,731	62,521	31,774	184.5	192.5	172.8	166.3
1999-2000	10	3,737	59,916	30,849	176.8	186.9	166.7	160.4
1998-99	11	3,819	56,000	29,877	165.3	181.0	163.2	157.1
1997-98	11	3,779	55,055	28,724	162.5	174.0	160.5	154.5
1996-97	11	3,799	51,150	28,380	151.0	172.0	157.0	151.1
1995-96	11	3,915	49,149	28,162	145.1	170.7	152.5	146.8
1994-95	11	3,837	47,997	27,813	141.7	168.6	148.4	142.8
1993-94	11	4,003	44,949	26,806	132.7	162.5	144.4	139.0
1992-93	11	4,172	43,876	23,500	129.6	142.4	140.2	134.9
1991-92	11	2,906	42,455	23,500	125.4	142.4	136.2	131.1
1990-91	12	1,363	36,013	20,800	106.3	126.1	130.7	125.8
1989-90	11	3,767	40,106	20,195	118.4	122.4	124.0	119.3
1988-89	11	3,781	37,544	19,100	110.9	115.8	118.3	113.9
1987-88	11	3,765	36,250	18,405	107.0	111.5	113.6	109.3
1986-87	10	2,790	33,020	17,912	97.5	108.6	109.6	105.5
1985-86	12	3,874	33,720	17,308	99.6	104.9	107.6	103.6
1984-85	11	3,840	33,863	16,500	100.0	100.0	103.9	100.0

* Canadian salaries expressed in U.S. dollars.

' Beginning professional salary.

ARL UNIVERSITY LIBRARIES

Tables 7-25

TABLE 7: FILLED POSITIONS; AVERAGE, MEDIAN, BEGINNING PROFESSIONAL SALARIES; AND AVERAGE YEARS OF EXPERIENCE
ARL UNIVERSITY LIBRARIES, FY 2002-03*

Institution	Filled Pos.	Average Salaries		Median Salaries		Beginning Salaries		Average Yrs. Exp.
	FY 2003	FY 2002	FY 2003	FY 2002	FY 2003	FY 2002	FY 2003	FY 2003
Alabama [†]	47	\$40,874	\$41,872	\$38,068	\$37,927	\$30,000	\$31,200	13.5
Alberta ^{††}	66	45,340	43,383	46,288	46,630	25,232	25,412	16.7
Arizona	68	51,165	52,325	47,735	49,220	40,300	42,086	14.9
Arizona State [†]	67	51,288	52,620	49,909	52,161	36,000	36,000	17.8
Auburn [†]	41	49,479	51,358	46,045	49,070	39,050	39,050	15.4
Boston University [†]	53	46,350	48,825	41,308	43,950	27,600	32,000	17.8
Boston College [†]	57	54,993	57,881	53,800	55,650	34,350	35,400	17.4
Brigham Young [†]	75	57,184	57,777	55,231	56,264	38,500	39,400	20.3
British Columbia ^{††}	91	42,741	41,560	42,786	41,790	24,355	23,012	17.4
Brown [†]	63	55,823	57,974	54,508	56,049	32,900	34,000	21.7
California, Berkeley [†]	94	71,005	71,591	70,152	70,500	37,728	37,920	17.8
California, Davis [†]	40	67,008	68,812	70,151	70,500	37,728	37,920	21.1
California, Irvine	61	67,107	66,064	70,152	70,250	37,728	37,920	17.2
California, Los Angeles	113	69,381	70,556	70,152	76,860	37,728	37,920	18.3
California, Riverside [†]	36	62,292	63,249	61,000	63,113	37,728	37,920	19.1
California, San Diego [†]	70	65,959	67,718	67,600	67,600	37,728	37,920	17.3
California, Santa Barbara [†]	48	64,253	65,034	63,840	64,164	37,728	37,920	17.9
Case Western Reserve	35	48,976	51,516	46,659	50,815	33,000	33,600	15.7
Chicago [†]	72	59,674	62,050	55,600	57,407	39,140	40,300	16.1
Cincinnati [†]	64	50,117	54,374	48,082	50,933	29,000	32,000	18.7
Colorado [†]	41	55,876	57,107	55,269	54,920	33,000	34,500	18.7
Colorado State [†]	43	55,057	57,914	50,800	56,550	37,800	38,500	17.1
Columbia	93	61,662	64,027	56,080	56,900	40,600	42,200	17.8
Connecticut [†]	49	63,101	65,748	62,551	63,672	38,000	42,000	16.3
Cornell [†]	129	56,380	58,040	51,375	53,200	35,000	37,000	16.1
Dartmouth [†]	42	58,862	61,853	56,500	57,841	33,000	34,000	16.2
Delaware [†]	54	56,465	57,542	55,618	56,087	34,000	37,000	15.3
Duke [†]	107	55,022	55,295	51,400	51,425	34,800	35,800	15.0
Emory [†]	64	56,467	57,526	55,000	56,243	32,000	33,000	16.5
Florida [†]	90	45,936	47,211	42,700	44,767	34,000	35,000	18.6
Florida State [†]	47	44,969	45,118	42,721	42,638	30,000	32,000	19.5
George Washington [†]	33	56,201	56,641	56,139	54,913	34,750	38,000	15.1
Georgetown [†]	52	53,163	54,879	50,827	53,142	38,357	38,357	16.9
Georgia [†]	76	49,942	51,602	47,120	48,629	30,000	31,000	16.1
Georgia Tech	37	51,233	52,210	49,179	51,244	35,000	38,000	16.5
Guelph ^{††}	30	40,486	40,434	38,941	38,030	24,927	24,694	19.4
Harvard [†]	445	60,338	62,253	55,966	57,938	38,112	35,496	16.2
Hawaii [†]	57	51,047	54,031	49,936	52,704	33,312	35,316	16.0
Houston [†]	55	47,595	45,295	44,902	40,126	34,000	34,000	13.6
Howard	37	49,590	48,174	49,477	45,547	35,049	35,049	21.9
Illinois, Chicago [†]	51	49,861	49,605	46,521	46,794	34,000	34,000	15.2
Illinois, Urbana	134	55,488	54,825	50,101	49,000	39,000	39,000	14.5
Indiana [†]	86	56,721	59,092	53,496	55,392	33,803	34,817	19.0
Iowa	62	55,711	56,800	52,413	53,199	32,000	32,000	20.0
Iowa State	36	51,428	50,759	49,767	50,707	33,000	34,000	18.0
Johns Hopkins	65	57,468	57,674	53,500	53,550	40,630	41,850	15.0
Kansas [†]	82	50,114	49,618	46,803	46,356	33,000	34,000	15.5
Kent State [†]	51	53,158	55,572	48,700	53,235	33,611	41,556	14.9
Kentucky [†]	72	47,426	47,843	43,300	45,018	33,000	34,000	16.3
Laval [†]	60	42,857	40,822	42,854	42,657	26,798	26,674	19.7
Louisiana State [†]	56	41,687	41,417	38,752	39,472	33,000	34,000	11.5
Louisville [†]	35		55,004		54,218		35,000	19.2
McGill ^{††}	52	43,224	41,048	43,994	43,077	22,380	21,673	20.0
McMaster ^{††}	23	40,945	41,050	40,040	40,053	23,097	23,799	20.4
Manitoba ^{††}	42	42,336	43,511	44,680	45,535	21,743	22,440	20.8
Maryland [†]	103	52,755	55,493	49,142	51,923	39,948	39,948	17.1
Massachusetts [†]	52	58,200	58,040	58,476	56,436	35,135	35,134	17.3
MIT	90	59,407	62,090	56,725	56,900	38,000	41,500	14.6

*Directors are included in figures for average years of experience and filled positions, but not in either the average or median salary statistics.

Excludes medical and law libraries. See Tables 35 and 42 for statistics related to medical and law library salaries.

[†] Canadian salaries expressed in U.S. dollars.

^{††} See Footnotes.

[‡] Not a member during this year.

TABLE 7: FILLED POSITIONS; AVERAGE, MEDIAN, BEGINNING PROFESSIONAL SALARIES; AND AVERAGE YEARS OF EXPERIENCE
ARL UNIVERSITY LIBRARIES, FY 2002-03*

Institution	Filled Pos.	Average Salaries		Median Salaries		Beginning Salaries		Average Yrs. Exp.
	FY 2003	FY 2002	FY 2003	FY 2002	FY 2003	FY 2002	FY 2003	FY 2003
Miami [†]	36	\$50,339	\$52,161	\$50,309	\$52,607	\$30,500	\$32,000	18.1
Michigan [†]	113	55,910	56,234	49,671	51,118	33,500	35,000	16.5
Michigan State	64	52,172	55,116	50,685	51,900	36,000	37,000	16.3
Minnesota	102	52,763	54,452	51,002	52,159	35,000	35,000	18.8
Missouri [†]	33	47,671	47,707	41,057	41,057	28,500	30,000	20.3
Montreal [†]	71	40,592	39,277	39,029	38,740	21,199	24,276	18.1
Nebraska	40	52,007	55,238	47,762	49,897	34,250	34,500	17.7
New Mexico [†]	37	63,663	63,879	62,949	61,815	44,090	33,000	20.6
New York	75	61,898	53,288	55,435	50,000	44,000	42,000	15.2
North Carolina	87	50,675	52,288	47,350	49,517	34,000	34,000	17.6
North Carolina State [†]	83	51,336	53,782	46,625	48,813	34,500	36,000	10.1
Northwestern [†]	79	54,592	56,217	53,197	54,158	30,700	32,000	16.3
Notre Dame [†]	53	55,405	57,004	53,808	56,242	34,000	34,000	16.8
Ohio University [†]	54	49,754	49,489	47,596	46,592	31,150	33,000	14.4
Ohio State [†]	104	49,149	51,956	46,218	48,723	35,500	35,500	17.0
Oklahoma	35	47,062	46,210	41,870	42,105	36,000	37,000	13.9
Oklahoma State [†]	52	44,167	44,671	41,293	41,796	33,000	33,000	14.1
Oregon	47	48,351	49,044	44,741	45,458	31,500	33,000	14.1
Pennsylvania [†]	85	51,984	54,461	48,687	50,853	36,000	40,000	17.6
Pennsylvania State [†]	125	55,982	56,992	53,202	54,438	35,000	38,000	16.5
Pittsburgh [†]	68	48,604	48,447	44,558	44,248	30,000	30,000	13.7
Princeton [†]	100	62,295	64,682	58,800	60,100	34,000	36,000	19.2
Purdue [†]	53	51,919	52,043	48,560	47,260	30,000	31,000	17.0
Queen's ^{††}	33	41,277	42,008	41,018	41,636	22,681	25,374	20.8
Rice [†]	61	57,525	53,200	55,000	48,500	33,800	33,850	15.7
Rochester [†]	71	44,292	45,245	40,726	41,751	33,000	35,000	12.8
Rutgers [†]	95	67,243	68,149	72,244	68,792	35,817	36,469	18.6
Saskatchewan ^{††}	35	48,313	46,006	50,220	46,247	23,460	24,286	19.7
South Carolina [†]	55	48,494	48,364	44,381	44,842	30,000	30,000	18.2
Southern California [†]	81	65,514	63,745	56,325	56,750	40,000	45,000	20.2
Southern Illinois	39	52,900	53,226	46,747	46,604	37,500	38,000	15.7
Stanford	95	70,849	70,073	66,000	66,620	44,700	46,000	U/A
SUNY Albany [†]	66	49,855	51,532	46,349	48,019	34,917	37,404	15.8
SUNY Buffalo [†]	87	54,189	54,360	51,214	49,814	33,000	38,000	14.0
SUNY Stony Brook	34	58,186	61,040	54,270	57,503	40,000	40,000	17.4
Syracuse [†]	44	48,343	53,126	45,152	48,670	33,000	34,000	18.3
Temple	46	50,323	50,171	46,199	45,182	31,000	34,000	16.9
Tennessee [†]	49	54,124	54,830	50,346	50,641	31,500	33,000	15.6
Texas	119	53,995	55,387	49,213	50,851	34,000	36,000	19.0
Texas A&M	80	48,021	49,898	42,746	44,660	35,000	35,500	14.5
Texas Tech [†]	50	43,542	44,429	40,897	41,010	33,996	36,000	11.9
Toronto ^{††}	148	46,978	44,979	50,296	49,096	23,368	22,629	16.6
Tulane	37	47,826	49,710	46,064	48,055	33,000	34,000	16.5
Utah	51	48,883	49,743	46,716	47,314	33,000	34,000	17.2
Vanderbilt [†]	68	48,270	49,640	44,658	46,154	31,000	32,000	15.7
Virginia [†]	65	54,632	55,844	50,750	55,350	34,000	34,000	18.6
Virginia Tech	39	53,670	52,349	50,917	50,079	32,500	32,500	16.3
Washington [†]	100	54,220	55,066	51,156	51,312	35,000	35,000	18.7
Washington State [†]	49	49,489	49,604	48,251	49,355	30,000	30,000	16.2
Washington U.-St. Louis [†]	50	51,400	52,830	47,025	47,705	29,000	31,000	16.1
Waterloo ^{††}	38	40,764	41,971	40,129	41,955	24,431	24,369	19.7
Wayne State [†]	50	52,856	55,449	47,140	48,998	36,000	36,000	12.2
Western Ontario ^{††}	55	35,848	35,554	34,973	33,884	27,376	27,244	14.7
Wisconsin [†]	141	53,927	54,769	51,292	52,082	35,262	35,725	16.3
Yale	163	57,447	60,346	54,897	56,333	38,600	40,100	17.8
York ^{††}	50	49,478	49,451	48,097	49,366	27,795	26,916	17.2

*Directors are included in figures for average years of experience and filled positions, but not in either the average or median salary statistics.

Excludes medical and law libraries. See Tables 35 and 42 for statistics related to medical and law library salaries.

[†] Canadian salaries expressed in U.S. dollars.

^{††} See Footnotes.

[‡] Not a member during this year.

TABLE 8: BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES
RANK ORDER TABLE, FY 2001-02*

Rank	Institution	Salary	Rank	Institution	Salary
1	Stanford	\$44,700	50	Virginia	\$34,000
2	New Mexico	44,090	59	Texas Tech	33,996
3	New York	44,000	60	Indiana	33,803
4	Johns Hopkins	40,630	61	Rice	33,800
5	Columbia	40,600	62	Kent State	33,611
6	Arizona	40,300	63	Michigan	33,500
7	Southern California	40,000	64	Hawaii	33,312
7	SUNY Stony Brook	40,000	65	Case Western Reserve	33,000
9	Maryland	39,948	65	Colorado	33,000
10	Chicago	39,140	65	Dartmouth	33,000
11	Auburn	39,050	65	Iowa State	33,000
12	Illinois, Urbana	39,000	65	Kansas	33,000
13	Yale	38,600	65	Kentucky	33,000
14	Brigham Young	38,500	65	Louisiana State	33,000
15	Georgetown	38,357	65	Oklahoma State	33,000
16	Harvard	38,112	65	Rochester	33,000
17	Connecticut	38,000	65	SUNY Buffalo	33,000
17	MIT	38,000	65	Syracuse	33,000
19	Colorado State	37,800	65	Tulane	33,000
20	Calif. Berkeley	37,728	65	Utah	33,000
20	Calif. Davis	37,728	78	Brown	32,900
20	Calif. Irvine	37,728	79	Virginia Tech	32,500
20	Calif. Los Angeles	37,728	80	Emory	32,000
20	Calif. Riverside	37,728	80	Iowa	32,000
20	Calif. San Diego	37,728	82	Oregon	31,500
20	Calif. Santa Barbara	37,728	82	Tennessee	31,500
27	Southern Illinois	37,500	84	Ohio	31,150
28	Arizona State	36,000	85	Temple	31,000
28	Michigan State	36,000	85	Vanderbilt	31,000
28	Oklahoma	36,000	87	Northwestern	30,700
28	Pennsylvania	36,000	88	Miami	30,500
28	Wayne State	36,000	89	Alabama	30,000
33	Rutgers	35,817	89	Florida State	30,000
34	Ohio State	35,500	89	Georgia	30,000
35	Wisconsin	35,262	89	Pittsburgh	30,000
36	Massachusetts	35,135	89	Purdue	30,000
37	Howard	35,049	89	South Carolina	30,000
38	Cornell	35,000	89	Washington State	30,000
38	Georgia Tech	35,000	96	Cincinnati	29,000
38	Minnesota	35,000	96	Washington-St. Louis	29,000
38	Pennsylvania State	35,000	98	Missouri	28,500
38	Texas A&M	35,000	99	York [†]	27,795
38	Washington	35,000	100	Boston University	27,600
44	SUNY Albany	34,917	101	Western Ontario [†]	27,376
45	Duke	34,800	102	Laval [†]	26,798
46	George Washington	34,750	103	Alberta [†]	25,232
47	North Carolina State	34,500	104	Guelph [†]	24,927
48	Boston College	34,350	105	Waterloo [†]	24,431
49	Nebraska	34,250	106	British Columbia [†]	24,355
50	Delaware	34,000	107	Saskatchewan [†]	23,460
50	Florida	34,000	108	Toronto [†]	23,368
50	Houston	34,000	109	McMaster [†]	23,097
50	Illinois, Chicago	34,000	110	Queen's [†]	22,681
50	North Carolina	34,000	111	McGill [†]	22,380
50	Notre Dame	34,000	112	Manitoba [†]	21,743
50	Princeton	34,000	113	Montreal [†]	21,199
50	Texas	34,000			

* Reprinted from ARL *Annual Salary Survey 2001-02*. Beginning salary figures represent officially designated base, not necessarily salaries of actual incumbents. Excludes medical and law libraries. See Tables 36 and 43 for statistics related to medical and law library salaries.

[†] Canadian salaries expressed in U.S. dollars.

TABLE 9: BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES
RANK ORDER TABLE, FY 2002-03*

Rank	Institution	Salary	Rank	Institution	Salary
1	Stanford	46,000	53	Washington	35,000
2	Southern California	45,000	59	Indiana	34,817
3	Columbia	42,200	60	Colorado	34,500
4	Arizona	42,086	60	Nebraska	34,500
5	Connecticut	42,000	62	Brown	34,000
5	New York	42,000	62	Dartmouth	34,000
7	Johns Hopkins	41,850	62	Houston	34,000
8	Kent State	41,556	62	Illinois, Chicago [†]	34,000
9	MIT	41,500	62	Iowa State	34,000
10	Chicago [†]	40,300	62	Kansas	34,000
11	Yale	40,100	62	Kentucky	34,000
12	Pennsylvania	40,000	62	Louisiana State	34,000
12	SUNY Stony Brook	40,000	62	North Carolina	34,000
14	Maryland	39,948	62	Notre Dame	34,000
15	Brigham Young	39,400	62	Syracuse	34,000
16	Auburn	39,050	62	Temple	34,000
17	Illinois, Urbana	39,000	62	Tulane	34,000
18	Colorado State	38,500	62	Utah	34,000
19	Georgetown	38,357	62	Virginia	34,000
20	George Washington	38,000	77	Rice	33,850
20	Georgia Tech	38,000	78	Case Western Reserve	33,600
20	Pennsylvania State	38,000	79	Emory	33,000
20	Southern Illinois	38,000	79	New Mexico	33,000
20	SUNY Buffalo	38,000	79	Ohio	33,000
25	Calif. Berkeley	37,920	79	Oklahoma State	33,000
25	Calif. Davis	37,920	79	Oregon	33,000
25	Calif. Irvine	37,920	79	Tennessee	33,000
25	Calif. Los Angeles	37,920	85	Virginia Tech	32,500
25	Calif. Riverside	37,920	86	Boston University	32,000
25	Calif. San Diego	37,920	86	Cincinnati	32,000
25	Calif. Santa Barbara	37,920	86	Florida State	32,000
32	SUNY Albany	37,404	86	Iowa	32,000
33	Cornell	37,000	86	Miami	32,000
33	Delaware	37,000	86	Northwestern	32,000
33	Michigan State	37,000	86	Vanderbilt	32,000
33	Oklahoma	37,000	93	Alabama	31,200
37	Rutgers	36,469	94	Georgia	31,000
38	Arizona State	36,000	94	Purdue	31,000
38	North Carolina State	36,000	94	Washington-St. Louis	31,000
38	Princeton	36,000	97	Missouri	30,000
38	Texas	36,000	97	Pittsburgh	30,000
38	Texas Tech	36,000	97	South Carolina	30,000
38	Wayne State	36,000	97	Washington State	30,000
44	Duke	35,800	101	Western Ontario [†]	27,244
45	Wisconsin	35,725	102	York [†]	26,916
46	Ohio State	35,500	103	Laval [†]	26,674
46	Texas A&M	35,500	104	Alberta [†]	25,412
48	Harvard	35,496	105	Queen's [†]	25,374
49	Boston College	35,400	106	Guelph [†]	24,694
50	Hawaii	35,316	107	Waterloo [†]	24,369
51	Massachusetts	35,134	108	Saskatchewan [†]	24,286
52	Howard	35,049	109	Montreal [†]	24,276
53	Florida	35,000	110	McMaster [†]	23,799
53	Louisville	35,000	111	British Columbia [†]	23,012
53	Michigan	35,000	112	Toronto [†]	22,629
53	Minnesota	35,000	113	Manitoba [†]	22,440
53	Rochester	35,000	114	McGill [†]	21,673

* Beginning salary figures represent officially designated base, not necessarily salaries of actual incumbents. Excludes medical and law libraries.

See Tables 36 and 43 for statistics related to medical and law library salaries.

[†] See Footnotes.

[†] Canadian salaries expressed in U.S. dollars.

TABLE 10: MEDIAN PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES
RANK ORDER TABLE, FY 2001-02*

Rank	Institution	Salary	Rank	Institution	Salary
1	Rutgers	\$72,244	58	Texas	\$49,213
2	California, Los Angeles	70,152	59	Georgia Tech	49,179
2	California, Irvine	70,152	60	Maryland	49,142
2	California, Berkeley	70,152	61	Kent State	48,700
5	California, Davis	70,151	62	Pennsylvania	48,687
6	California, San Diego	67,600	63	Purdue	48,560
7	Stanford	66,000	64	Washington State	48,251
8	California, Santa Barbara	63,840	65	York [†]	48,097
9	New Mexico	62,949	66	Cincinnati	48,082
10	Connecticut	62,551	67	Nebraska	47,762
11	California, Riverside	61,000	68	Arizona	47,735
12	Princeton	58,800	69	Ohio University	47,596
13	Massachusetts	58,476	70	North Carolina	47,350
14	MIT	56,725	71	Wayne State	47,140
15	Dartmouth	56,500	72	Georgia	47,120
16	Southern California	56,325	73	Washington U.-St. Louis	47,025
17	George Washington	56,139	74	Kansas	46,803
18	Columbia	56,080	75	Southern Illinois	46,747
19	Harvard	55,966	76	Utah	46,716
20	Delaware	55,618	77	Case Western Reserve	46,659
21	Chicago	55,600	78	North Carolina State	46,625
22	New York	55,435	79	Illinois, Chicago	46,521
23	Colorado	55,269	80	SUNY Albany	46,349
24	Brigham Young	55,231	81	Alberta [†]	46,288
25	Rice	55,000	82	Ohio State	46,218
25	Emory	55,000	83	Temple	46,199
27	Yale	54,897	84	Tulane	46,064
28	Brown	54,508	85	Auburn	46,045
29	SUNY Stony Brook	54,270	86	Syracuse	45,152
30	Notre Dame	53,808	87	Houston	44,902
31	Boston College	53,800	88	Oregon	44,741
32	Johns Hopkins	53,500	89	Manitoba [†]	44,680
33	Indiana	53,496	90	Vanderbilt	44,658
34	Pennsylvania State	53,202	91	Pittsburgh	44,558
35	Northwestern	53,197	92	South Carolina	44,381
36	Iowa	52,413	93	McGill [†]	43,994
37	Duke	51,400	94	Kentucky	43,300
38	Cornell	51,375	95	Laval [†]	42,854
39	Wisconsin	51,292	96	British Columbia [†]	42,786
40	SUNY Buffalo	51,214	97	Texas A&M	42,746
41	Washington	51,156	98	Florida State	42,721
42	Minnesota	51,002	99	Florida	42,700
43	Virginia Tech	50,917	100	Oklahoma	41,870
44	Georgetown	50,827	101	Boston University	41,308
45	Colorado State	50,800	102	Oklahoma State	41,293
46	Virginia	50,750	103	Missouri	41,057
47	Michigan State	50,685	104	Queen's [†]	41,018
48	Tennessee	50,346	105	Texas Tech	40,897
49	Miami	50,309	106	Rochester	40,726
50	Toronto [†]	50,296	107	Waterloo [†]	40,129
51	Saskatchewan [†]	50,220	108	McMaster [†]	40,040
52	Illinois, Urbana	50,101	109	Montreal [†]	39,029
53	Hawaii	49,936	110	Guelph [†]	38,941
54	Arizona State	49,909	111	Louisiana State	38,752
55	Iowa State	49,767	112	Alabama	38,068
56	Michigan	49,671	113	Western Ontario [†]	34,973
57	Howard	49,477			

* Reprinted from *ARL Annual Salary Survey 2001-02*. Salaries of directors are not included in the calculation of medians.

Excludes medical and law libraries. See Tables 37 and 44 for statistics related to medical and law library salaries.

[†] Canadian salaries expressed in U.S. dollars.

TABLE 11: MEDIAN PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES
RANK ORDER TABLE, FY 2002-03*

Rank	Institution	Salary	Rank	Institution	Salary
1	California, Los Angeles	\$76,860	58	Virginia Tech	\$50,079
2	California, Berkeley	70,500	59	New York	50,000
2	California, Davis	70,500	60	Nebraska	49,897
4	California, Irvine	70,250	61	SUNY Buffalo	49,814
5	Rutgers	68,792	62	North Carolina	49,517
6	California, San Diego	67,600	63	York	49,366
7	Stanford	66,620	64	Washington State	49,355
8	California, Santa Barbara	64,164	65	Arizona	49,220
9	Connecticut	63,672	66	Toronto *	49,096
10	California, Riverside	63,113	67	Auburn	49,070
11	New Mexico	61,815	68	Illinois, Urbana	49,000
12	Princeton	60,100	69	Wayne State	48,998
13	Harvard	57,938	70	North Carolina State	48,813
14	Dartmouth	57,841	71	Ohio State	48,723
15	SUNY Stony Brook	57,503	72	Syracuse	48,670
16	Chicago	57,407	73	Georgia	48,629
17	Columbia	56,900	74	Rice	48,500
17	MIT	56,900	75	Tulane	48,055
19	Southern California	56,750	76	SUNY Albany	48,019
20	Colorado State	56,550	77	Washington U.-St. Louis	47,705
21	Massachusetts	56,436	78	Utah	47,314
22	Yale	56,333	79	Purdue	47,260
23	Brigham Young	56,264	80	Illinois, Chicago	46,794
24	Emory	56,243	81	Alberta *	46,630
25	Notre Dame	56,242	82	Southern Illinois	46,604
26	Delaware	56,087	83	Ohio University	46,592
27	Brown	56,049	84	Kansas	46,356
28	Boston College	55,650	85	Saskatchewan *	46,247
29	Indiana	55,392	86	Vanderbilt	46,154
30	Virginia	55,350	87	Howard	45,547
31	Colorado	54,920	88	Manitoba *	45,535
32	George Washington	54,913	89	Oregon	45,458
33	Pennsylvania State	54,438	90	Temple	45,182
34	Louisville	54,218	91	Kentucky	45,018
35	Northwestern	54,158	92	South Carolina	44,842
36	Johns Hopkins	53,550	93	Florida	44,767
37	Kent State	53,235	94	Texas A&M	44,660
38	Cornell	53,200	95	Pittsburgh	44,248
39	Iowa	53,199	96	Boston University	43,950
40	Georgetown	53,142	97	McGill *	43,077
41	Hawaii	52,704	98	Laval *	42,657
42	Miami	52,607	99	Florida State	42,638
43	Arizona State	52,161	100	Oklahoma	42,105
44	Minnesota	52,159	101	Waterloo *	41,955
45	Wisconsin	52,082	102	Oklahoma State	41,796
46	Maryland	51,923	103	British Columbia *	41,790
47	Michigan State	51,900	104	Rochester	41,751
48	Duke	51,425	105	Queen's *	41,636
49	Washington	51,312	106	Missouri	41,057
50	Georgia Tech	51,244	107	Texas Tech	41,010
51	Michigan	51,118	108	Houston	40,126
52	Cincinnati	50,933	109	McMaster *	40,053
53	Pennsylvania	50,853	110	Louisiana State	39,472
54	Texas	50,851	111	Montreal *	38,740
55	Case Western Reserve	50,815	112	Guelph *	38,030
56	Iowa State	50,707	113	Alabama	37,927
57	Tennessee	50,641	114	Western Ontario *	33,884

* Salaries of directors are not included in the calculation of medians. Excludes medical and law libraries. See Tables 37 and 44 for statistics related to medical and law library salaries.

* Canadian salaries expressed in U.S. dollars.

TABLE 12: AVERAGE PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES
RANK ORDER TABLE, FY 2001-02*

Rank	Institution	Salary	Rank	Institution	Salary
1	California, Berkeley	\$71,005	58	Purdue	\$51,919
2	Stanford	70,849	59	Iowa State	51,428
3	California, Los Angeles	69,381	60	Washington U.-St. Louis	51,400
4	Rutgers	67,243	61	North Carolina State	51,336
5	California, Irvine	67,107	62	Arizona State	51,288
6	California, Davis	67,008	63	Georgia Tech	51,233
7	California, San Diego	65,959	64	Arizona	51,165
8	Southern California	65,514	65	Hawaii	51,047
9	California, Santa Barbara	64,253	66	North Carolina	50,675
10	New Mexico	63,663	67	Miami	50,339
11	Connecticut	63,101	68	Temple	50,323
12	Princeton	62,295	69	Cincinnati	50,117
13	California, Riverside	62,292	70	Kansas	50,114
14	New York University	61,898	71	Georgia	49,942
15	Columbia	61,662	72	Illinois, Chicago	49,861
16	Harvard	60,338	73	SUNY Albany	49,855
17	Chicago	59,674	74	Ohio University	49,754
18	MIT	59,407	75	Howard	49,590
19	Dartmouth	58,862	76	Washington State	49,489
20	Massachusetts	58,200	77	Auburn	49,479
21	SUNY Stony Brook	58,186	78	York [†]	49,478
22	Rice	57,525	79	Ohio State	49,149
23	Johns Hopkins	57,468	80	Case Western Reserve	48,976
24	Yale	57,447	81	Utah	48,883
25	Brigham Young	57,184	82	Pittsburgh	48,604
26	Indiana	56,721	83	South Carolina	48,494
27	Emory	56,467	84	Oregon	48,351
28	Delaware	56,465	85	Syracuse	48,343
29	Cornell	56,380	86	Saskatchewan [†]	48,313
30	George Washington	56,201	87	Vanderbilt	48,270
31	Pennsylvania State	55,982	88	Texas A&M	48,021
32	Michigan	55,910	89	Tulane	47,826
33	Colorado	55,876	90	Missouri	47,671
34	Brown	55,823	91	Houston	47,595
35	Iowa	55,711	92	Kentucky	47,426
36	Illinois, Urbana	55,488	93	Oklahoma	47,062
37	Notre Dame	55,405	94	Toronto [†]	46,978
38	Colorado State	55,057	95	Boston University	46,350
39	Duke	55,022	96	Florida	45,936
40	Boston College	54,993	97	Alberta [†]	45,340
41	Virginia	54,632	98	Florida State	44,969
42	Northwestern	54,592	99	Rochester	44,292
43	Washington	54,220	100	Oklahoma State	44,167
44	SUNY Buffalo	54,189	101	Texas Tech	43,542
45	Tennessee	54,124	102	McGill [†]	43,224
46	Texas	53,995	103	Laval [†]	42,857
47	Wisconsin	53,927	104	British Columbia [†]	42,741
48	Virginia Tech	53,670	105	Manitoba [†]	42,336
49	Georgetown	53,163	106	Louisiana State	41,687
50	Kent State	53,158	107	Queen's [†]	41,277
51	Southern Illinois	52,900	108	McMaster [†]	40,945
52	Wayne State	52,856	109	Alabama	40,874
53	Minnesota	52,763	110	Waterloo [†]	40,764
54	Maryland	52,755	111	Montreal [†]	40,592
55	Michigan State	52,172	112	Guelph [†]	40,486
56	Nebraska	52,007	113	Western Ontario [†]	35,848
57	Pennsylvania	51,984			

* Reprinted from *ARL Annual Salary Survey 2000-01*. Salaries of directors are not included in the calculation of averages.

Excludes medical and law libraries. See Tables 38 and 45 for statistics related to medical and law library salaries.

[†] Canadian salaries expressed in U.S. dollars.

TABLE 13: AVERAGE PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES
RANK ORDER TABLE, FY 2002-03*

Rank	Institution	Salary	Rank	Institution	Salary
1	California, Berkeley	\$71,591	58	New York	\$53,288
2	California, Los Angeles	70,556	59	Southern Illinois	53,226
3	Stanford	70,073	60	Rice	53,200
4	California, Davis	68,812	61	Syracuse	53,126
5	Rutgers	68,149	62	Washington U.-St. Louis	52,830
6	California, San Diego	67,718	63	Arizona State	52,620
7	California, Irvine	66,064	64	Virginia Tech	52,349
8	Connecticut	65,748	65	Arizona	52,325
9	California, Santa Barbara	65,034	66	North Carolina	52,288
10	Princeton	64,682	67	Georgia Tech	52,210
11	Columbia	64,027	68	Miami	52,161
12	New Mexico	63,879	69	Purdue	52,043
13	Southern California	63,745	70	Ohio State	51,950
14	California, Riverside	63,249	71	Georgia	51,602
15	Harvard	62,253	72	SUNY Albany	51,532
16	MIT	62,090	73	Case Western Reserve	51,516
17	Chicago	62,050	74	Auburn	51,358
18	Dartmouth	61,853	75	Iowa State	50,759
19	SUNY Stony Brook	61,040	76	Temple	50,171
20	Yale	60,346	77	Texas A&M	49,898
21	Indiana	59,092	78	Utah	49,743
22	Massachusetts	58,040	79	Tulane	49,710
23	Cornell	58,040	80	Vanderbilt	49,640
24	Brown	57,974	81	Kansas	49,618
25	Colorado State	57,914	82	Illinois, Chicago	49,605
26	Boston College	57,881	83	Washington State	49,604
27	Brigham Young	57,777	84	Ohio University	49,489
28	Johns Hopkins	57,674	85	York [†]	49,451
29	Delaware	57,542	86	Oregon	49,044
30	Emory	57,526	87	Boston University	48,825
31	Colorado	57,107	88	Pittsburgh	48,447
32	Notre Dame	57,004	89	South Carolina	48,364
33	Pennsylvania State	56,992	90	Howard	48,174
34	Iowa	56,800	91	Kentucky	47,843
35	George Washington	56,641	92	Missouri	47,707
36	Michigan	56,234	93	Florida	47,211
37	Northwestern	56,217	94	Oklahoma	46,210
38	Virginia	55,844	95	Saskatchewan [†]	46,006
39	Kent State	55,572	96	Houston	45,295
40	Maryland	55,493	97	Rochester	45,245
41	Wayne State	55,449	98	Florida State	45,118
42	Texas	55,387	99	Toronto [†]	44,979
43	Duke	55,295	100	Oklahoma State	44,671
44	Nebraska	55,238	101	Texas Tech	44,429
45	Michigan State	55,116	102	Manitoba [†]	43,511
46	Washington	55,066	103	Alberta [†]	43,383
47	Louisville	55,004	104	Queen's [†]	42,008
48	Georgetown	54,879	105	Waterloo [†]	41,971
49	Tennessee	54,830	106	Alabama	41,872
50	Illinois, Urbana	54,825	107	British Columbia [†]	41,560
51	Wisconsin	54,769	108	Louisiana State	41,417
52	Pennsylvania	54,461	109	McMaster [†]	41,050
53	Minnesota	54,452	110	McGill [†]	41,048
54	Cincinnati	54,374	111	Laval [†]	40,822
55	SUNY Buffalo	54,360	112	Guelph [†]	40,434
56	Hawaii	54,031	113	Montreal [†]	39,277
57	North Carolina State	53,782	114	Western Ontario [†]	35,554

* Salaries of directors are not included in the calculation of averages.

Excludes medical and law libraries. See Tables 38 and 45 for statistics related to medical and law library salaries.

[†] Canadian salaries expressed in U.S. dollars.

**TABLE 14: AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES
IN ARL UNIVERSITY LIBRARIES
SUMMARY OF RANKINGS, FYs 1999-2000 TO 2002-03***

Institution	Average Salaries				Median Salaries				Beginning Salaries			
FY	2000	2001	2002	2003	2000	2001	2002	2003	2000	2001	2002	2003
Alabama	107	107	109	106	111	109	112	113	98	80	89	93
Alberta	97	84	97	103	84	73	81	81	102	103	103	104
Arizona	52	55	64	65	50	61	68	65	11	9	6	4
Arizona State	55	72	62	63	28	53	54	43	65	15	28	38
Auburn	66	66	77	74	65	64	85	67	47	6	11	16
Boston University	82	25	95	87	82	17	101	96	62	38	100	86
Boston College		87	40	26		96	31	28		101	48	49
Brigham Young	33	30	25	27	29	24	24	23	37	64	14	15
British Columbia	72	94	104	107	79	79	96	103	104	106	106	111
Brown	24	35	34	24	25	21	28	27	56	63	78	62
California, Berkeley	3	1	1	1	5	2	2	2	30	50	20	25
Californis, Davis	6	5	6	4	2	2	5	2	30	50	20	25
California, Irvine	4	6	5	7	2	2	2	4	30	50	20	25
California, Los Angeles	5	4	3	2	2	2	2	1	30	50	20	25
California, Riverside	8	11	13	14	8	11	11	10	30	50	20	25
California, San Diego	7	8	7	6	6	6	6	6	30	50	20	25
California, Santa Barbara	9	7	9	9	8	6	8	8	30	50	20	25
Case Western Reserve	93	86	80	73	97	91	77	55	53	59	65	78
Chicago	20	20	17	17	26	29	21	16	21	11	10	10
Cincinnati	35	50	69	54	19	20	66	52	100	104	96	86
Colorado	28	27	33	31	27	14	23	31	47	41	65	60
Colorado State	31	40	38	25	32	31	45	20	8	15	19	18
Columbia	10	9	15	11	13	13	18	17	6	7	5	3
Connecticut	16	13	11	8	10	12	10	9	8	13	17	5
Cornell	40	31	29	23	45	43	38	38	64	60	38	33
Dartmouth	18	18	19	18	16	15	15	14	55	62	65	62
Delaware	32	34	28	29	23	18	20	26	37	27	50	33
Duke	51	49	39	43	58	51	37	48	27	58	45	44
Emory	29	32	27	30	35	37	25	24	65	80	80	79
Florida	90	92	96	93	94	98	99	93	65	64	50	53
Florida State	98	98	98	98	99	95	98	99	96	98	89	86
George Washington	48	62	30	35	39	50	17	32	65	74	46	20
Georgetown	34	51	49	48	33	46	44	40	3	10	15	19
Georgia	61	65	71	71	63	75	72	73	84	80	89	94
Georgia Tech	59	56	63	67	44	49	59	50	57	27	38	20
Guelph	101	100	112	112	89	78	110	112	101	102	104	106
Harvard	17	17	16	15	18	22	19	13	12	14	16	48
Hawaii	26	59	65	56	22	41	53	41	22	39	64	50
Houston	96	101	91	96	91	101	87	108	65	77	50	62
Howard	71	75	75	90	72	68	57	87	7	22	37	52
Illinois, Chicago	67	79	72	82	68	83	79	80	47	41	50	62
Illinois, Urbana	41	38	36	50	43	38	52	68	23	23	12	17

* Excludes medical and law libraries.

† Not a member during this year.

**TABLE 14: AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES
IN ARL UNIVERSITY LIBRARIES
SUMMARY OF RANKINGS, FYs 1999-2000 TO 2002-03***

Institution	Average Salaries				Median Salaries				Beginning Salaries			
FY	2000	2001	2002	2003	2000	2001	2002	2003	2000	2001	2002	2003
Indiana	27	33	26	21	30	35	33	29	45	57	60	59
Iowa	19	24	35	34	17	27	36	39	65	80	80	86
Iowa State	37	64	59	75	46	66	55	56	57	64	65	62
Johns Hopkins	38	28	23	28	36	33	32	36	14	5	4	7
Kansas	89	83	70	81	83	82	74	84	65	64	65	62
Kent State	30	48	50	39	42	67	61	37	1	3	62	8
Kentucky	81	85	92	91	81	86	94	91	65	64	65	62
Laval	105	102	103	111	102	92	95	98	108	99	102	103
Louisiana State	109	111	106	108	110	112	111	110	89	80	65	62
Louisville	'	'	'	47	'	'	'	34	'	'	'	53
McGill	102	105	102	110	92	84	93	97	107	111	111	114
McMaster	103	67	108	109	100	63	108	109	106	40	109	110
Manitoba	106	16	105	102	95	10	89	88	109	41	112	113
Maryland	54	103	54	40	47	87	60	46	46	110	9	14
Massachusetts	21	106	20	22	14	103	13	21	23	108	36	51
MIT	39	69	18	16	48	58	14	17	37	80	17	9
Miami	74	29	67	68	69	52	49	42	84	35	88	86
Michigan	25	53	32	36	53	47	56	51	37	23	63	53
Michigan State	79	43	55	45	86	44	47	47	23	41	28	33
Minnesota	46	82	53	53	40	94	42	44	37	93	38	53
Missouri	84	23	90	92	90	34	103	106	94	15	98	97
Montreal	'	'	111	113	'	'	109	111	'	'	113	109
Nebraska	64	63	56	44	59	77	67	60	57	64	49	60
New Mexico	11	10	10	12	11	9	9	11	2	1	2	79
New York	15	15	14	58	24	32	22	59	4	7	3	5
North Carolina	80	73	66	66	85	74	70	62	65	41	50	62
North Carolina State	45	37	61	57	49	59	78	70	47	35	47	38
Northwestern	36	44	42	37	41	45	35	35	88	80	87	86
Notre Dame	43	46	37	32	31	39	30	25	16	27	50	62
Ohio University	65	58	74	84	61	71	69	83	84	41	84	79
Ohio State	60	74	79	70	64	60	82	71	65	23	34	46
Oklahoma	73	88	93	94	104	106	100	100	16	15	28	33
Oklahoma State	99	104	100	100	103	108	102	102	47	74	65	79
Oregon	92	77	84	86	93	90	88	89	90	80	82	79
Pennsylvania	49	57	57	52	66	65	62	53	16	27	28	12
Pennsylvania State	44	39	31	33	34	36	34	33	20	27	38	20
Pittsburgh	86	96	82	88	98	105	91	95	65	80	89	97
Princeton	12	14	12	10	15	19	12	12	28	27	50	38
Purdue	58	60	58	69	57	69	63	79	90	94	89	94
Queen's	110	109	107	104	109	104	104	105	110	109	110	105
Rice	68	22	22	60	76	25	25	74	54	73	61	77
Rochester	100	99	99	97	106	107	106	104	37	64	65	53
Rutgers	2	3	4	5	1	1	1	5	15	21	33	37

* Excludes medical and law libraries.

' Not a member during this year.

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**TABLE 14: AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES
IN ARL UNIVERSITY LIBRARIES
SUMMARY OF RANKINGS, FYs 1999-2000 TO 2002-03***

Institution	Average Salaries				Median Salaries				Beginning Salaries			
FY	2000	2001	2002	2003	2000	2001	2002	2003	2000	2001	2002	2003
Saskatchewan	95	97	86	95	54	80	51	85	111	112	107	108
South Carolina	76	81	83	89	78	88	92	92	98	100	89	97
Southern California	13	12	8	13	20	28	16	19	29	4	7	2
Southern Illinois	57	61	51	59	75	89	75	82	13	15	27	20
Stanford	1	2	2	3	7	8	7	7	4	2	1	1
SUNY Albany	75	68	73	72	71	76	80	76	23	20	44	32
SUNY Buffalo	63	45	44	55	52	26	40	61	65	41	65	20
SUNY Stony Brook	14	21	21	19	12	23	29	15	37	26	7	12
Syracuse	87	70	85	61	77	72	86	72	65	41	65	62
Temple	50	54	68	76	67	70	83	90	65	77	85	62
Tennessee	53	36	45	49	51	40	48	57	65	80	82	79
Texas	47	52	46	42	60	62	58	54	37	64	50	38
Texas A&M	91	91	88	77	88	97	97	94	57	35	38	46
Texas Tech	104	110	101	101	107	110	105	107	87	92	59	38
Toronto	77	93	94	99	38	48	50	66	105	107	108	112
Tulane	78	95	89	79	74	85	84	75	47	41	65	62
Utah	85	80	81	78	86	81	76	78	65	74	65	62
Vanderbilt	94	90	87	80	101	100	90	86	90	80	85	86
Virginia	23	42	41	38	37	57	46	30	65	77	50	62
Virginia Tech	70	47	48	64	73	54	43	58	65	60	79	85
Washington	56	41	43	46	56	41	41	49	62	64	38	53
Washington State	69	76	76	83	62	55	64	64	65	80	89	97
Washington U.-St. Louis	88	89	60	62	96	99	73	77	93	95	96	94
Waterloo	108	108	110	105	105	102	107	101	103	105	105	107
Wayne State	42	78	52	41	70	93	71	69	16	27	28	38
Western Ontario	111	112	113	114	108	111	113	114	95	96	101	101
Wisconsin	62	26	47	51	55	30	39	45	61	34	35	45
Yale	22	19	24	20	21	16	27	22	10	12	13	11
York	83	71	78	85	80	56	65	63	97	97	99	102

* Excludes medical and law libraries.

† Not a member during this year.

TABLE 15: DISTRIBUTION OF PROFESSIONAL STAFF IN ARL UNIVERSITY LIBRARIES
BY SALARY AND POSITION, FY 2002-03*

SALARY INTERVALS	NUMBER OF STAFF							PERCENTAGE AT EACH LEVEL								
	Dir.	Assoc. Dir.	Asst. Dir.	Branch Head	Subj. Spec.	Func. Spec.	Depl. Head	Other Prof.	Dir.	Assoc. Dir.	Asst. Dir.	Branch Head	Subj. Spec.	Func. Spec.	Depl. Head	Other Prof.
\$200,000 and above	11								10							
175,000-199,999	13	2		1					12	1		0				
150,000-174,999	24	7	1						22	3	1					
140,000-149,999	14	5	1				1		13	2	1				0	
130,000-139,999	11	4		1			1		10	2		0			0	
120,000-129,999	15	5	5						14	2	3	0				
110,000-119,999	6	14	9	2	1		6		5	7	5	0	0		0	
100,000-109,999	2	44	8	16	8	3	13	2	2	21	4	3	1	0	1	0
95,000-99,999	2	20	18	5	2	4	19	8	2	9	10	1	0	0	1	0
90,000-94,999	2	23	13	7	6	4	27	3	2	11	7	1	0	0	2	0
85,000-89,999	1	23	23	17	9	11	41	6	1	11	12	3	1	1	3	0
80,000-84,999	5	13	24	26	19	22	56	17	5	6	13	5	1	2	4	1
75,000-79,999	3	10	29	44	32	54	91	44	3	5	16	8	2	5	6	2
70,000-74,999	1	9	20	42	52	43	154	42	1	4	11	8	4	4	10	1
65,000-69,999	1	9	9	62	79	57	144	76	1	4	5	11	6	6	9	3
62,000-64,999		10	4	47	46	45	139	106		5	2	10	9	3	5	4
60,000-61,999		1	6	24	44	47	79	55		0	3	4	3	5	5	2
58,000-59,999		2	2	26	46	27	88	70		1	1	5	3	3	6	2
56,000-57,999		1	1	35	51	56	85	115		0	1	6	4	6	6	4
54,000-55,999		1	1	21	57	36	75	90		0	1	4	4	4	5	3
52,000-53,999		6	1	38	78	64	75	181		3	1	7	6	6	5	6
50,000-51,999		3	3	31	63	62	76	155		1	2	6	5	6	5	5
48,000-49,999			3	23	80	69	64	216				2	4	6	7	4
46,000-47,999			1	16	94	73	56	223			1	3	7	7	4	8
44,000-45,999			1	15	88	80	54	228			1	3	7	8	4	8
42,000-43,999			1	12	81	82	48	237			1	2	6	8	3	8
40,000-41,999			1	12	98	55	54	223			1	2	7	6	4	8
38,000-39,999			1	8	78	27	35	250			1	1	6	3	2	9
36,000-37,999				9	73	25	19	179				2	6	3	1	6
34,000-35,999				3	51	14	13	136				1	4	1	1	5
32,000-33,999			1	1	33	5	9	108			1	0	2	1	1	4
30,000-31,999				2	24	7	4	63				0	2	1	0	2
29,000-29,999					5	1	1	16				0	0	0		
28,000-28,999					8	10		15					1	1		1
27,000-27,999					4	6	2	14					0	0	1	0
26,000-26,999					6	3	1	10					0	0	0	0
25,000-25,999					2			20					0			1
Less than 25,000					7	1	1	20					1	0	0	1
TOTAL	111	212	187	548	1,325	993	1,530	2,928	100	100	100	100	100	100	100	100

* Excludes medical and law libraries
* A "0" percentage indicates less than one-half of one percent

TABLE 16: DISTRIBUTION OF PROFESSIONAL STAFF IN ARL UNIVERSITY LIBRARIES
BY SALARY, SEX, AND POSITION, FY 2002-03*

SALARY INTERVALS	Women								Men							
	Dir.	Assoc. Dir.	Asst. Dir.	Branch Head	Subj. Spec.	Func. Spec.	Dept. Head	Other Prof.	Dir.	Assoc. Dir.	Asst. Dir.	Branch Head	Subj. Spec.	Func. Spec.	Dept. Head	Other Prof.
\$200,000 and above	4								7							
175,000-199,999	6								7	2		1				
150,000-174,999	13	6	1						11	1						
140,000-149,999	8	3							6	2	1					
130,000-139,999	9	3							2	1		1			1	
120,000-129,999	7	3	3						8	2	2					
110,000-119,999	2	6	5		1		1		4	8	4	2				
100,000-109,999	1	25	3	6	7	1	4	1	1	19	5	10	1	2	5	
95,000-99,999	1	13	11	1	2	1	11	2	1	7	7	4		3	9	1
90,000-94,999	1	13	7	3	5	2	12	3	1	10	6	4	1	2	8	6
85,000-89,999		15	8	10	6	5	28	3	1	8	15	7	3	6	13	3
80,000-84,999	2	8	15	18	10	12	34	9	3	5	9	8	9	10	22	8
75,000-79,999	1	8	17	29	14	27	54	32	2	2	12	15	18	27	37	12
70,000-74,999	1	3	12	21	26	19	96	32		6	8	21	26	24	58	10
65,000-69,999		6	7	45	35	23	95	53	1	3	2	17	44	34	49	23
62,000-64,999		8	2	32	25	22	91	65		2	2	15	21	23	48	41
60,000-61,999			3	17	24	29	43	39		1	3	7	20	18	36	16
58,000-59,999		2	2	19	28	19	60	46				7	18	8	28	24
56,000-57,999			1	18	35	23	62	81		1		17	16	33	23	34
54,000-55,999		1	1	17	33	22	53	67				4	24	14	22	23
52,000-53,999		6		29	34	44	46	129			1	9	44	20	29	52
50,000-51,999		3	3	21	36	34	53	110				10	27	28	23	45
48,000-49,999				16	46	53	40	160			3	7	34	16	24	56
46,000-47,999			1	11	55	41	36	143				5	39	32	20	80
44,000-45,999			1	7	43	56	38	147				8	45	24	16	81
42,000-43,999				7	39	54	34	170			1	5	42	28	14	67
40,000-41,999				9	46	35	43	153			1	3	52	20	11	70
38,000-39,999				5	36	14	22	194			1	3	42	13	13	56
36,000-37,999				8	37	19	13	120				1	36	6	6	59
34,000-35,999				3	29	10	10	101					22	4	3	35
32,000-33,999				1	22	4	5	84			1		11	1	4	24
30,000-31,999				1	13	4	2	48				1	11	3	2	15
29,000-29,999													2			5
28,000-28,999					5	5		12					3	5		3
27,000-27,999					2	4	2	12					2	2		2
26,000-26,999					4	2		9					2	1	1	1
25,000-25,999								16					2			4
Less than 25,000					1	1		16					6		1	4
TOTAL	56	132	103	355	702	586	988	2,068	55	80	84	193	622	407	542	860

* Excludes medical and law libraries.

**TABLE 17: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS
BY POSITION AND SEX, FY 2002-03***

Position	<u>Women</u>		<u>Men</u>		<u>Total</u>	
	Salary	No.	Salary	No.	Salary	No.
Director	\$145,067	56	\$149,041	55	\$147,036	111
Associate Director	92,815	132	98,455	80	94,943	212
Assistant Director	82,715	103	82,528	84	82,631	187
Head, Branch	61,593	355	67,326	193	63,612	548
Functional Specialist	51,182	702	50,244	623	50,741	1,325
Subject Specialist	52,353	586	56,262	407	53,955	993
Dept Head: Acquisitions	60,709	76	60,678	37	60,699	113
Reference	63,714	89	64,550	27	63,909	116
Cataloging	61,460	153	61,154	40	61,397	193
Serials	55,370	20	58,792	14	56,779	34
Documents/Maps	58,539	43	56,339	37	57,521	80
Circulation	56,221	66	52,697	23	55,310	89
Rare Books/Manuscripts	61,621	45	73,272	42	67,245	87
Computer Systems	72,317	31	70,766	58	71,306	89
Other	59,027	465	62,925	264	60,439	729
Reference: Over 14 years experience	52,488	486	53,338	202	52,737	688
10 to 14 years experience	45,212	180	46,248	71	45,505	251
5 to 9 years experience	42,356	209	43,310	84	42,630	293
Under 5 years experience	36,940	263	38,184	98	37,278	361
Cataloging: Over 14 years experience	51,566	292	51,150	133	51,436	425
10 to 14 years experience	47,249	86	46,804	48	47,090	134
5 to 9 years experience	41,416	74	43,825	33	42,159	107
Under 5 years experience	37,270	85	39,374	44	37,988	129
Other: Over 14 years experience	55,388	151	62,377	61	57,399	212
10 to 14 years experience	47,600	50	51,164	14	48,380	64
5 to 9 years experience	42,938	50	43,030	22	42,966	72
Under 5 years experience	36,302	111	37,101	38	36,506	149
All Positions	\$54,717	4,959	\$58,295	2,832	\$56,018	7,791

* Canadian salaries expressed in U.S. dollars. See Table 32 for salaries of Canadian librarians expressed in Canadian dollars.
Excludes medical and law libraries. See Tables 39 and 46 for salaries in medical and law libraries.

**TABLE 18: NUMBER AND AVERAGE YEARS OF EXPERIENCE
OF ARL UNIVERSITY LIBRARIANS
BY POSITION AND SEX, FY 2002-03***

Position	<u>Women</u>		<u>Men</u>		<u>Total</u>	
	Years	No.	Years	No.	Years	No.
Director	29.9	56	29.4	54	29.6	110
Associate Director	25.5	130	25.2	80	25.4	210
Assistant Director	25.0	103	24.3	84	24.7	187
Head, Branch	21.2	355	21.6	193	21.4	548
Functional Specialist	12.7	697	11.9	621	12.4	1,318
Subject Specialist	16.6	580	17.9	395	17.1	975
Dept. Head: Acquisitions	20.1	76	21.2	37	20.4	113
Reference	21.2	89	18.1	27	20.5	116
Cataloging	22.3	152	20.7	40	22.0	192
Serials	18.4	20	18.4	14	18.4	34
Documents/Maps	21.6	43	21.0	37	21.4	80
Circulation	18.7	66	11.5	23	16.9	89
Rare Books/Manuscripts	20.6	45	25.5	42	23.0	87
Computer Systems	17.1	31	16.8	58	16.9	89
Other	18.7	453	19.2	253	18.9	706
Public Services	14.5	154	10.7	61	13.5	215
Technical Services	11.7	111	13.4	40	12.2	151
Administrative Services	12.7	97	22.2	34	15.2	131
Reference	14.1	1,138	14.4	455	14.2	1,593
Cataloger	17.3	537	16.3	258	16.9	795
All Positions	16.8	4,933	16.8	2,806	16.8	7,739

* Includes Canadian libraries. See Table 33 for comparable figures in Canadian libraries only.

Excludes medical and law libraries. See Tables 40 and 47 for comparable figures in medical and law libraries.

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**TABLE 19: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS
BY YEARS OF EXPERIENCE AND SEX, FY 2002-03***

Experience	Women		Men		Total		% of Total
	Salary	No.	Salary	No.	Salary	No.	
0 - 3 years	\$37,930	594	\$40,319	350	\$38,816	944	12
4 - 7 years	43,407	663	45,729	378	44,250	1,041	13
8 - 11 years	48,365	540	50,622	292	49,157	832	11
12 - 15 years	52,161	564	54,509	328	53,024	892	12
16 - 19 years	56,875	561	60,935	293	58,268	854	11
20 - 23 years	61,387	552	64,776	272	62,506	824	11
24 - 27 years	63,280	499	67,881	337	65,135	836	11
28 - 31 years	67,190	457	71,305	288	68,781	745	10
32 - 35 years	69,084	341	71,033	176	69,747	517	7
over 35 years	66,716	162	80,300	92	71,636	254	3
All Positions	\$54,589	4,933	\$58,030	2,806	\$55,836	7,739	100%

* Canadian salaries expressed in U.S. dollars. See Table 34 for salaries in Canadian dollars.

Excludes medical and law libraries. See Tables 41 and 48 for salaries in medical and law libraries.

TABLE 20: AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS
BY POSITION AND YEARS OF EXPERIENCE, FY 2002-03*

Position	Years of Experience									
	0-3 years	4-7 years	8-11 years	12-15 years	16-19 years	20-23 years	24-27 years	28-31 years	32-35 years	over 35 years
Director	N/A	N/A	N/A	N/A		\$131,069	\$148,069	\$153,695	\$142,626	\$141,794
Associate Director	N/A		\$85,796	\$92,750	\$81,564	88,640	99,167	100,026	96,097	108,244
Assistant Director	N/A		89,382	74,860	80,842	81,034	83,833	82,068	90,606	86,939
Head, Branch	\$40,637	\$48,818	54,411	60,082	60,852	64,224	68,331	69,211	71,109	80,633
Functional Specialist	41,232	45,445	51,083	53,117	56,005	59,022	61,088	56,028	61,008	68,905
Subject Specialist	39,942	44,580	48,290	53,017	56,402	58,565	60,949	60,932	64,077	64,538
Dept. Head: Acquisitions		50,506	55,792	54,263	63,169	63,702	63,183	58,789	68,190	73,326
Reference	N/A	55,010	56,894	59,420	65,734	65,850	64,629	68,708	70,760	
Cataloging	N/A	47,901	48,656	56,133	62,175	63,604	65,439	66,140	64,944	59,961
Serials	41,846		54,654	56,569	N/A	61,199			60,262	N/A
Documents/Maps		45,217	46,426		53,594	62,603	63,020	65,136	65,369	66,008
Circulation	39,767	47,890	56,732	55,833	52,560	61,377	63,650	60,817	57,178	N/A
Rare Books/Manuscripts		45,288		51,026	68,132	71,776	70,877	69,772	72,452	88,452
Computer Systems		66,953	68,620	69,710	72,024	81,432	66,302	75,844		
Other	41,622	49,148	52,415	55,742	62,525	61,887	66,316	67,120	68,046	69,145
Public Services	34,810	39,234	44,845	48,313	53,628	54,340	55,229	56,973	59,692	54,573
Technical Services	36,038	40,459	46,876	53,357	59,160	56,672	59,647	50,181	55,946	62,303
Administrative Services	38,306	44,442	48,392	51,486	59,196	55,024	59,478	65,662	59,302	67,370
Reference	36,866	40,992	44,375	46,402	50,023	52,893	53,119	54,689	55,730	56,742
Cataloger	37,455	41,279	44,122	48,218	51,253	50,540	49,542	51,155	53,256	56,094
All Positions: Average Salary	\$38,816	\$44,250	\$49,157	\$53,024	\$58,268	\$62,506	\$65,135	\$68,781	\$69,747	\$71,636
No. of Positions	944	1,041	832	892	854	824	836	745	517	254

* Years of experience reflect total professional experience. Canadian salaries expressed in U.S. dollars. Excludes medical and law libraries.
N/A - No positions reported in this category.

* Salary data are not published when fewer than four individuals are involved.

**TABLE 21: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS
BY POSITION AND TYPE OF INSTITUTION, FY 2002-03***

Position	Canadian (14)		Private (32)		Public (68) †		Total (114)	
	Salary	No.	Salary	No.	Salary	No.	Salary	No.
Director	\$84,163	14	\$179,896	31	\$144,938	66	\$147,036	111
Associate Director	61,079	29	110,914	62	94,876	121	94,943	212
Assistant Director	55,637	19	88,404	69	83,788	99	82,631	187
Head, Branch	49,096	62	69,559	140	63,807	346	63,612	548
Functional Specialist	39,175	108	55,826	475	49,169	742	50,741	1,325
Subject Specialist	40,644	91	56,852	369	54,222	533	53,955	993
Dept. Head: Acquisitions	45,683	15	62,965	40	63,019	58	60,699	113
Reference	49,959	10	64,887	43	65,456	63	63,909	116
Cataloging	47,054	22	63,736	83	62,776	88	61,397	193
Serials	1	1	55,288	14	58,560	19	56,779	34
Documents/Maps	48,234	6	55,430	22	59,478	52	57,521	80
Circulation	43,658	13	51,232	32	61,719	44	55,310	89
Rare Books/Manuscripts	49,081	9	70,334	30	68,721	48	67,245	87
Computer Systems	50,070	9	77,367	36	70,691	44	71,306	89
Other	46,249	50	63,519	261	60,213	418	60,439	729
Reference: Over 14 years experience	44,675	119	53,806	173	54,694	396	52,737	688
10 to 14 years experience	38,199	30	48,354	58	45,836	163	45,505	251
5 to 9 years experience	35,057	22	44,886	83	42,520	188	42,630	293
Under 5 years experience	29,804	55	41,467	77	37,664	229	37,278	361
Cataloging: Over 14 years experience	43,653	45	53,555	160	51,486	220	51,436	425
10 to 14 years experience	36,269	7	47,425	60	47,920	67	47,090	134
5 to 9 years experience	30,825	5	44,371	43	41,507	59	42,159	107
Under 5 years experience	29,612	13	39,858	53	38,143	63	37,988	129
Other: Over 14 years experience	42,495	12	58,283	60	58,298	140	57,399	212
10 to 14 years experience	39,532	4	47,576	20	49,666	40	48,380	64
5 to 9 years experience	30,596	5	42,965	28	44,552	39	42,966	72
Under 5 years experience	26,778	19	39,322	45	37,189	85	36,506	149
All Positions	\$43,156	794	\$59,751	2,567	\$56,160	4,430	\$56,018	7,791

* Canadian salaries expressed in U.S. dollars. Tables 31-34 show Canadian salaries in Canadian dollars. Excludes medical and law libraries.

() Indicates the number of ARL libraries in each category.

† Includes Louisville.

‡ Salary data are not published when fewer than four individuals are involved.

**TABLE 22: YEARS OF EXPERIENCE OF ARL UNIVERSITY LIBRARIANS
BY POSITION AND TYPE OF INSTITUTION, FY 2002-03***

Position	Canadian (14)		Private (32)		Public (68) †		Total (114)	
	Years	No.	Years	No.	Years	No.	Years	No.
Director	30.6	14	29.9	30	29.3	66	29.6	110
Associate Director	22.4	29	26.9	60	25.3	121	25.4	210
Assistant Director	24.3	19	23.3	69	25.7	99	24.7	187
Head, Branch	21.8	62	21.3	140	21.3	346	21.4	548
Functional Specialist	14.8	108	12.8	468	11.7	742	12.4	1,318
Subject Specialist	17.8	91	17.4	351	16.8	533	17.1	975
Dept. Head: Acquisitions	22.3	15	20.8	40	19.7	58	20.4	113
Reference	23.5	10	20.0	43	20.3	63	20.5	116
Cataloging	24.0	22	21.7	82	21.7	88	22.0	192
Serials	26.0	1	16.6	14	19.3	19	18.4	34
Documents/Maps	19.5	6	18.5	22	22.8	52	21.4	80
Circulation	18.1	13	15.3	32	17.6	44	16.9	89
Rare Books/Manuscripts	25.9	9	23.0	30	22.4	48	23.0	87
Computer Systems	22.3	9	15.7	36	16.7	44	16.9	89
Other	19.8	50	19.0	238	18.7	418	18.9	706
Reference: Over 14 years experience	25.0	119	24.5	173	24.2	396	24.4	688
10 to 14 years experience	12.3	30	11.7	58	11.8	163	11.8	251
5 to 9 years experience	6.8	22	6.6	83	6.9	188	6.8	293
Under 5 years experience	2.1	55	2.3	77	2.4	229	2.4	361
Cataloging: Over 14 years experience	26.0	45	25.6	160	25.1	220	25.4	425
10 to 14 years experience	12.7	7	12.1	60	12.1	67	12.1	134
5 to 9 years experience	8.2	5	7.0	43	7.0	59	7.1	107
Under 5 years experience	2.5	13	2.3	53	2.2	63	2.3	129
Other: Over 14 years experience	24.8	12	23.5	60	24.8	140	24.5	212
10 to 14 years experience	11.8	4	12.3	20	12.0	40	12.0	64
5 to 9 years experience	5.8	5	6.5	28	6.7	39	6.5	72
Under 5 years experience	2.2	19	2.0	45	2.0	85	2.0	149
All Positions	18.1	794	16.9	2,515	16.6	4,430	16.8	7,739

* Excludes medical and law libraries.

() Indicates the number of ARL libraries in each category.

† Includes Louisville.

**TABLE 23: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS
BY POSITION AND SIZE OF PROFESSIONAL STAFF, FY 2002-03****

Position	Staff Over 110 (10) ¹		Staff 75-110 (25)*		Staff 50-74 (43)		Staff 22-49 (36) ¹	
	Salary	No.	Salary	No.	Salary	No.	Salary	No.
Director	\$166,895	10	\$176,513	24	\$139,186	43	\$130,315	34
Associate Director	101,963	39	110,163	53	88,636	72	81,897	48
Assistant Director	82,013	24	88,772	63	78,388	67	79,970	33
Head, Branch	69,028	137	67,289	146	59,924	163	56,968	102
Functional Specialist	54,661	343	52,519	350	47,636	445	47,611	187
Subject Specialist	56,595	256	56,325	334	50,176	311	50,782	92
Dept. Head: Acquisitions	62,675	23	68,094	17	57,905	39	58,869	34
Reference	68,290	20	68,958	24	60,228	39	61,933	33
Cataloging	65,465	50	63,408	53	56,937	52	59,342	38
Serials	60,156	4	57,566	9	53,022	13	60,311	8
Documents/Maps	57,791	11	62,083	17	53,512	29	59,077	23
Circulation	60,589	15	55,356	28	52,959	31	54,803	15
Rare Books/Manuscripts	81,609	11	77,193	10	62,723	36	64,090	30
Computer Systems	92,822	10	77,864	22	65,371	38	64,257	19
Other	65,882	120	64,995	219	55,621	258	57,347	132
Reference: Over 14 years experience	57,364	104	52,319	189	51,698	218	51,745	177
10 to 14 years experience	48,771	36	45,910	66	44,301	83	44,832	66
5 to 9 years experience	45,044	43	43,782	92	41,456	91	41,092	67
Under 5 years experience	37,962	68	38,909	97	36,096	124	36,469	72
Cataloging: Over 14 years experience	55,640	102	51,720	125	47,827	131	51,560	67
10 to 14 years experience	52,232	34	45,754	41	44,437	37	46,093	22
5 to 9 years experience	44,958	28	42,798	35	40,480	32	38,238	12
Under 5 years experience	39,987	34	37,694	32	36,855	44	37,529	19
Other: Over 14 years experience	62,988	49	57,614	68	54,340	57	54,397	38
10 to 14 years experience	51,166	18	50,890	11	46,474	24	45,467	11
5 to 9 years experience	46,639	14	43,285	19	40,550	26	43,376	13
Under 5 years experience	37,547	27	37,081	53	34,848	48	37,506	21
All Positions	\$58,828	1,630	\$58,139	2,197	\$53,192	2,551	\$54,579	1,413

**Canadian salaries expressed in U.S. dollars. For average Canadian salaries (expressed in U.S. dollars) refer to Table 21; Tables 31-34 show Canadian salaries in Canadian dollars. Excludes medical and law libraries. No ARL library has fewer than 22 professional staff members.

() Indicates the number of ARL libraries in each category.

¹ In 1995-96 and earlier, the first column of this table reported staff over 124; in 1996-98 over 120; in 1998-99 over 115; and since 1999-2000, over 110.

* Excludes Stanford, which has not reported years of experience since 2000-01.

² No ARL Library has fewer than 22 professional staff members.

³ Salary data are not published when fewer than four individuals are involved.

**TABLE 24: YEARS OF EXPERIENCE OF ARL UNIVERSITY LIBRARIANS
BY POSITION AND SIZE OF PROFESSIONAL STAFF, FY 2002-03****

Position	Staff Over 110 (10) ¹		Staff 75-110 (25)*		Staff 50-74 (43)		Staff 22-49 (36) ¹	
	Years	No.	Years	No.	Years	No.	Years	No.
Director	32.1	10	29.4	23	30.0	43	28.5	34
Associate Director	25.7	39	24.5	51	26.6	72	24.1	48
Assistant Director	23.5	24	24.3	63	25.2	67	25.1	33
Head, Branch	21.6	137	21.9	146	20.9	163	21.0	102
Functional Specialist	12.1	343	13.6	343	11.5	445	12.5	187
Subject Specialist	16.8	256	18.2	316	16.4	311	16.8	92
Dept. Head: Acquisitions	17.3	23	19.8	17	20.6	39	22.7	34
Reference	21.1	20	20.1	24	20.2	39	20.6	33
Cataloging	22.6	50	21.8	52	21.0	52	22.6	38
Serials	20.3	4	19.7	9	16.3	13	19.4	8
Documents/Maps	21.9	11	22.4	17	19.8	29	22.3	23
Circulation	17.8	15	13.6	28	18.1	31	19.4	15
Rare Books/Manuscripts	23.5	11	25.1	10	23.6	36	21.4	30
Computer Systems	21.2	10	14.4	22	16.1	38	19.1	19
Other	21.9	120	18.7	196	16.9	258	20.2	132
Reference: Over 14 years experience	24.1	104	24.9	189	24.0	218	24.4	177
10 to 14 years experience	12.1	36	11.7	66	11.9	83	11.7	66
5 to 9 years experience	6.7	43	6.8	92	6.7	91	7.1	67
Under 5 years experience	2.2	68	2.4	97	2.3	124	2.5	72
Cataloging: Over 14 years experience	25.6	102	24.7	125	25.8	131	25.5	67
10 to 14 years experience	12.4	34	12.0	41	12.4	37	11.6	22
5 to 9 years experience	6.5	28	7.2	35	7.3	32	7.3	12
Under 5 years experience	2.3	34	2.4	32	2.3	44	2.1	19
Other: Over 14 years experience	24.2	49	24.7	68	24.9	57	23.7	38
10 to 14 years experience	11.9	18	12.7	11	12.1	24	11.5	11
5 to 9 years experience	6.4	14	6.6	19	6.3	26	7.0	13
Under 5 years experience	2.1	27	1.6	53	2.2	48	2.4	21
All Positions	16.7	1,630	17.0	2,145	16.3	2,551	17.6	1,413

** Excludes medical and law libraries.

() Indicates the number of ARL libraries in each category.

¹ In 1995-96 and earlier, the first column of this table reported staff over 124; in 1996-98, over 120; in 1998-99, over 115; and since 1999-2000, over 110.

* Excludes Stanford, which has not reported years of experience since 2000-01.

¹ No ARL library has fewer than 22 professional staff members.

TABLE 25: AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS BY POSITION AND GEOGRAPHIC REGION,
FY 2002-03*

Position	Northeast			North Central			South			West		Canada	Total
	New England (9)	Middle Atlantic (14)	East N. Central (17)	West N. Central (7)	South Atlantic (18)	East S. Central (6)	West S. Central (9)	Mountain (7)	Pacific (13)	(14)	(114)		
Director	164,176	180,459	150,894	151,304	158,300	124,374	149,831	132,293	163,077	84,163	147,036		
Associate Director	111,504	107,637	93,813	101,551	94,604	76,659	94,277	87,528	110,105	61,079	94,943		
Assistant Director	75,816	90,195	85,942	81,176	85,560	74,309	81,928	86,678	90,031	55,637	82,631		
Head, Branch	76,977	71,039	64,293	59,360	59,990	56,972	58,383	65,928	67,918	49,096	63,612		
Functional Specialist	57,500	50,422	48,041	48,339	50,774	44,044	45,695	53,510	58,176	39,175	50,741		
Subject Specialist	59,378	55,962	53,863	53,181	49,532	43,946	45,829	52,882	64,126	40,644	53,955		
Dept. Head:													
Acquisitions	65,390	65,235	62,777	66,042	60,378	63,798	53,693	66,801	60,897	45,683	60,699		
Reference	68,602	69,116	66,105	62,236	60,202	63,422	56,933	61,791	74,748	49,959	63,909		
Cataloging	71,127	62,971	61,317	63,979	58,950	55,796	56,368	64,205	65,148	47,054	61,397		
Serials	63,175	60,801	55,465	56,152	56,152	56,152	56,152	56,152	56,998	56,998	56,779		
Documents/Maps	62,419	58,143	55,372	65,362	56,612	56,612	48,585	56,418	68,418	48,234	57,521		
Circulation	63,929	55,913	62,338	56,579	59,762	45,242	56,288	56,288	52,266	43,658	55,310		
Rare Books/Manuscripts	81,511	70,429	67,121	67,893	67,397	63,989	56,621	60,915	73,486	49,081	67,245		
Computer Systems	84,353	81,123	69,216	73,850	67,407	65,264	68,065	68,984	76,546	50,070	71,306		
Other	66,381	63,108	61,788	58,938	59,041	57,631	51,336	58,028	72,534	46,249	60,439		
Reference:													
Over 14 years experience	61,078	53,981	52,694	48,773	49,655	52,551	46,627	54,901	63,500	44,675	52,737		
10 to 14 years experience	51,311	45,217	49,186	41,704	45,163	42,920	40,260	45,966	50,394	38,199	45,505		
5 to 9 years experience	48,674	42,948	44,186	40,236	41,831	37,424	39,552	42,086	46,313	35,057	42,630		
Under 5 years experience	43,589	38,865	38,474	35,982	39,003	36,094	34,696	37,910	40,240	29,804	37,278		
Cataloging:													
Over 14 years experience	56,227	53,180	50,449	49,922	48,239	47,393	43,262	51,670	61,444	43,653	51,436		
10 to 14 years experience	49,820	46,689	45,394	40,958	45,820	44,971	43,024	47,815	56,230	36,269	47,090		
5 to 9 years experience	47,780	42,118	42,811	39,615	42,211	35,891	36,622	42,464	46,671	30,825	42,159		
Under 5 years experience	42,196	36,813	40,179	35,627	37,520	35,963	37,680	39,270	39,455	29,612	37,988		
Other:													
Over 14 years experience	62,647	57,062	56,189	54,091	52,302	54,926	48,659	66,254	71,012	42,495	57,399		
10 to 14 years experience	48,836	48,202	49,730	39,158	49,462	44,114	40,278	40,499	40,499	39,532	48,380		
5 to 9 years experience	45,300	47,897	45,807	39,514	39,514	38,595	35,327	42,925	42,925	30,596	42,966		
Under 5 years experience	41,015	34,177	38,419	31,519	39,503	38,595	35,327	42,925	42,925	26,778	36,506		
All Positions:	Average Salary	\$61,584	\$58,236	\$56,258	\$54,540	\$54,881	\$51,126	\$50,565	\$65,405	\$43,156	\$56,018		
No. of Staff		1,014	1,118	1,243	405	1,130	312	545	848	794	7,791		

* Canadian salaries expressed in U.S. dollars. Excludes medical and law libraries.

() Indicates number of ARL libraries included.

Salary data are not published when fewer than four individuals are involved.

N/A - No positions were reported in this category.

ARL UNIVERSITY LIBRARIES BY GEOGRAPHIC REGION*

Region	No. of Libs.	ARL University Libraries Included	States/Provinces Included
<u>Northeast</u>			
1. New England	(9)	Boston University, Boston College, Brown, Connecticut, Dartmouth, Harvard, Massachusetts Institute of Technology, Massachusetts, Yale	Conn., Mass., Me., N.H., R.I., Vt.
2. Middle Atlantic	(14)	Columbia; Cornell; New York; Pennsylvania; Pennsylvania State; Pittsburgh; Princeton; Rochester; Rutgers; State University of New York; Albany, Buffalo, Stony Brook, Syracuse, Temple	N.J., N.Y., Pa.
<u>North Central</u>			
3. East North Central	(17)	Case Western Reserve, Chicago, Cincinnati, Illinois-Chicago, Illinois-Urbana, Indiana, Kent State, Michigan, Michigan State, Notre Dame, Northwestern, Ohio University, Ohio State, Purdue, Southern Illinois, Wayne State, Wisconsin	Ill., Ind., Mich., Ohio, Wis.
4. West North Central	(7)	Iowa, Iowa State, Kansas, Minnesota, Missouri, Nebraska, Washington U.-St. Louis	Iowa, Kan., Minn., Mo., Neb., N. Dak., S. Dak.
<u>South</u>			
5. South Atlantic	(18)	Delaware, Duke, Emory, Florida, Florida State, Georgia, Georgia Tech., Georgetown, George Washington, Howard, Johns Hopkins, Maryland, Miami, North Carolina, North Carolina State, South Carolina, Virginia, Virginia Tech	Del., D.C., Fla., Ga., Md., N.C., S.C., Va., W. Va.
6. East South Central	(6)	Alabama, Auburn, Kentucky, Louisville, Tennessee, Vanderbilt	Ala., Ky., Miss., Tenn.
7. West South Central	(9)	Houston, Louisiana State, Oklahoma, Oklahoma State, Rice, Texas, Texas A&M, Texas Tech, Tulane	Ark., La., Okla., Tex.
<u>West</u>			
8. Mountain	(7)	Arizona, Arizona State, Brigham Young, Colorado, Colorado State, New Mexico, Utah	Ariz., Colo., Idaho, Mont., Nev., N. Mex., Utah, Wyo.
9. Pacific	(13)	University of California: Berkeley, Davis, Irvine, Los Angeles, Riverside, San Diego, Santa Barbara; Hawaii; Oregon; Southern California; Stanford; Washington; Washington State	Alaska, Calif., Hawaii, Ore., Wash.
<u>Canada</u>			
	(14)	Alberta, British Columbia, Guelph, Laval, McGill, McMaster, Manitoba, Montreal, Queen's, Saskatchewan, Toronto, Waterloo, Western Ontario, York	Alta., B.C., Man., N. Br., Newf., N.S., Ont., P.E.I., Que., Sask.

*Regions are based on the classification used by the U. S. Bureau of the Census in tabulations of the Current Population Survey.

U.S. ARL UNIVERSITY LIBRARIES

Tables 26-30

**TABLE 26: AVERAGE SALARIES OF U.S. ARL UNIVERSITY LIBRARIANS
BY POSITION AND YEARS OF EXPERIENCE, FY 2002-03***

Position	Years of Experience										Over 35
	0-3	4-7	8-11	12-15	16-19	20-23	24-27	28-31	32-35		
Director						\$148,235	\$148,069	\$164,163	\$154,033	\$150,210	
Associate Director	N/A	N/A	\$85,796	\$96,760	\$93,305	94,929	104,303	103,216	99,215	108,244	
Assistant Director	N/A		89,382	74,860	86,622	84,394	83,833	88,345	95,566	86,939	
Head, Branch	\$41,165	\$50,817	56,488	61,098	62,316	65,604	70,161	72,218	74,165	81,356	
Functional Specialist	42,033	46,248	52,514	54,143	56,817	61,044	63,100	57,890	62,721	69,802	
Subject Specialist	41,882	45,353	49,345	53,451	57,552	59,959	62,490	63,516	66,210	65,791	
Dept. Head: Acquisitions		54,820	55,792	56,485	65,169	65,292	65,474	67,041	70,882	73,326	
Reference	N/A	55,010	56,894	60,817	67,598	65,850	70,823	70,038	70,760		
Cataloging	N/A	47,647	49,139	57,425	63,136	64,863	69,537	67,658	67,480	66,905	
Serials	41,846		54,654	56,569	N/A	61,199			60,262	N/A	
Documents/Maps		45,676	46,426		55,438	64,277	64,048	65,136	65,633	66,008	
Circulation	41,364	47,890	62,770	57,027	52,591	62,718	67,428	68,687	58,141	N/A	
Rare Books/Manuscripts		45,288		54,379	68,132	74,366	74,207	75,228	74,564	88,452	
Computer Systems		69,562	68,620	70,604	75,972	81,432	67,970	83,762		N/A	
Other	41,926	49,261	53,470	57,272	63,787	62,527	68,865	68,033	69,585	69,145	
Public Services	36,351	39,736	45,306	49,449	54,260	54,340	56,536	56,973	60,666	54,573	
Technical Services	36,993	41,377	46,876	54,271	59,160	56,672	59,647		55,946		
Administrative Services	40,388	47,501	49,344	53,508	59,196	56,132	61,585	65,662		67,370	
Reference	38,401	41,545	45,244	47,735	50,937	54,489	55,653	56,417	56,252	60,578	
Cataloger	38,419	41,783	44,794	49,009	51,830	51,528	50,690	52,168	55,317	55,880	
All Positions	\$40,117	\$44,996	\$50,223	\$54,261	\$59,407	\$64,073	\$67,839	\$71,715	\$71,988	\$73,545	
Average Salary											
Number of Staff	836	968	765	806	770	741	729	645	455	230	

* Excludes Canadian libraries. Excludes medical and law libraries.

* Salary data are not published when fewer than four individuals are involved.

N/A - No positions were reported in this category.

**TABLE 27: NUMBER AND AVERAGE SALARIES OF
MINORITY U.S. ARL UNIVERSITY LIBRARIANS
BY POSITION AND SEX, FY 2002-03***

Position	<u>Women</u>		<u>Men</u>		<u>Total</u>	
	Salary	No.	Salary	No.	Salary	No.
Director	'	3	'	2	\$143,745	5
Associate Director	'	9	'	2	90,356	11
Assistant Director	\$91,342	6	\$87,881	4	89,958	10
Head, Branch	60,067	37	77,627	13	64,632	50
Functional Specialist	48,566	70	47,062	64	47,848	134
Subject Specialist	52,757	104	55,225	53	53,590	157
Dept. Head: Acquisitions	'	6	'	2	59,290	8
Reference	'	6	'	1	60,585	7
Cataloging	'	12	'	3	59,419	15
Serials	N/A		N/A		N/A	
Documents/Maps	'	5	'	1	63,181	6
Circulation	45,958	6	51,934	5	48,674	11
Rare Books/Manuscripts	'	3	'	2	66,235	5
Computer Systems	'	3	'	6	68,018	9
Other	58,900	55	68,200	18	61,193	73
Reference: Over 14 years experience	53,848	52	53,656	15	53,805	67
10 to 14 years experience	46,084	24	50,354	9	47,249	33
5 to 9 years experience	42,777	23	42,520	12	42,688	35
Under 5 years experience	37,975	35	41,140	11	38,732	46
Cataloging: Over 14 years experience	50,611	42	56,124	15	52,062	57
10 to 14 years experience	47,058	13	45,989	4	46,806	17
5 to 9 years experience	'	18	'	3	42,569	21
Under 5 years experience	39,769	21	41,452	6	40,143	27
Other: Over 14 years experience	53,687	10	51,249	5	52,875	15
10 to 14 years experience	'	9	'	1	49,168	10
5 to 9 years experience	'	8	'	2	43,184	10
Under 5 years experience	37,348	19	35,404	6	36,882	25
All Positions	\$52,035	599	\$54,469	265	\$52,782	864

* Excludes Canadian libraries. Excludes medical and law libraries.

' Salary data are not published when fewer than four individuals are involved in either category.

N/A - No positions were reported in this category.

**TABLE 28: NUMBER AND AVERAGE YEARS OF EXPERIENCE
OF MINORITY U.S. ARL UNIVERSITY LIBRARIANS
BY POSITION AND SEX, FY 2002-03***

Position	<u>Women</u>		<u>Men</u>		<u>Total</u>	
	Years	No.	Years	No.	Years	No.
Director	31.7	3	35.0	2	33.0	5
Associate Director	24.1	9	33.5	2	25.8	11
Assistant Director	31.2	6	20.3	4	26.8	10
Head, Branch	21.6	37	25.2	13	22.6	50
Functional Specialist	10.9	70	8.7	64	9.9	134
Subject Specialist	14.7	102	14.5	52	14.6	154
Dept. Head: Acquisitions	16.8	6	22.5	2	18.3	8
Reference	17.5	6	22.0	1	18.1	7
Cataloging	18.5	12	18.7	3	18.5	15
Serials	N/A		N/A		N/A	
Documents/Maps	20.2	5	5.0	1	17.7	6
Circulation	17.7	6	8.0	5	13.3	11
Rare Books/Manuscripts	17.3	3	30.5	2	22.6	5
Computer Systems	15.7	3	14.0	6	14.6	9
Other	18.1	53	20.6	16	18.6	69
Public Services	13.0	21	9.3	9	11.9	30
Technical Services	5.3	12	17.5	4	8.3	16
Administrative Services	9.6	13	7.0	1	9.4	14
Reference	13.0	134	11.7	47	12.7	181
Cataloger	15.6	94	17.5	28	16.0	122
All Positions	15.0	595	14.1	262	14.7	857

*Excludes Canadian libraries. Excludes medical and law libraries.

N/A - No positions were reported in this category.

**TABLE 29: NUMBER AND AVERAGE SALARIES OF
U.S. ARL UNIVERSITY LIBRARIANS
BY YEARS OF EXPERIENCE AND SEX, FY 2002-03***

Experience	<u>Women</u>		<u>Men</u>		<u>Total</u>		% of Total
	Salary	No.	Salary	No.	Salary	No.	
0 - 3 years	\$39,151	521	\$41,715	315	\$40,117	836	12%
4 - 7 years	44,149	619	46,499	349	44,996	968	14
8 - 11 years	49,449	493	51,625	272	50,223	765	11
12 - 15 years	53,539	501	55,447	305	54,261	806	12
16 - 19 years	58,091	501	61,859	269	59,407	770	11
20 - 23 years	62,739	497	66,792	244	64,073	741	11
24 - 27 years	66,056	427	70,361	302	67,839	729	10
28 - 31 years	69,986	397	74,484	248	71,715	645	9
32 - 35 years	71,224	300	73,467	155	71,988	455	7
over 35 years	68,164	144	82,556	86	73,545	230	3
All Positions	\$55,997	4,400	\$59,515	2,545	\$57,286	6,945	100%

*Excludes Canadian libraries. Excludes medical and law libraries.

**TABLE 30: NUMBER AND AVERAGE SALARIES OF MINORITY
U.S. ARL UNIVERSITY LIBRARIANS
BY YEARS OF EXPERIENCE AND SEX, FY 2002-03***

Experience	<u>Women</u>		<u>Men</u>		<u>Total</u>		% of Total
	Salary	No.	Salary	No.	Salary	No.	
0 - 3 years	\$38,635	94	\$40,893	60	\$39,515	154	18%
4 - 7 years	42,713	86	45,887	47	43,834	133	16
8 - 11 years	49,907	85	50,310	25	49,998	110	13
12 - 15 years	53,227	82	57,465	30	54,362	112	13
16 - 19 years	55,286	66	61,254	20	56,674	86	10
20 - 23 years	54,874	39	59,880	17	56,394	56	7
24 - 27 years	60,953	41	66,539	15	62,449	56	7
28 - 31 years	68,784	47	64,990	19	67,692	66	8
32 - 35 years	62,300	31	72,598	17	65,947	48	6
over 35 years	64,780	24	72,108	12	67,223	36	4
All Positions	\$51,964	595	\$54,074	262	\$52,609	857	100%

*Excludes Canadian libraries. Excludes medical and law libraries.

CANADIAN ARL UNIVERSITY LIBRARIES

Tables 31-34

TABLE 31: FILLED POSITIONS; AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES; AND AVERAGE YEARS OF PROFESSIONAL EXPERIENCE IN CANADIAN ARL UNIVERSITY LIBRARIES, FY 2002-03*

Institution	<u>Filled Positions</u>	<u>Average Salaries</u>		<u>Median Salaries</u>		<u>Beginning Salaries</u>		<u>Average Yrs. Exp.</u>
	FY 2003	FY 2002	FY 2003	FY2002	FY2003	FY2002	FY2003	FY 2003
Alberta ¹	66	\$68,880	\$68,058	\$70,320	\$73,152	\$38,332	\$39,866	16.7
British Columbia ¹	91	64,931	65,199	65,000	65,560	37,000	36,100	17.4
Guelph ¹	30	61,506	63,433	59,160	59,660	37,869	38,740	19.4
Laval	60	65,107	64,040	65,103	66,919	40,711	41,846	19.7
McGill ¹	52	65,666	64,396	66,836	67,578	34,000	34,000	20.0
McMaster ¹	23	62,203	64,398	60,828	62,834	35,089	37,335	20.4
Manitoba ¹	42	64,317	68,259	67,878	71,434	33,032	35,203	20.8
Montreal ¹	71	61,667	61,616	59,292	60,774	32,206	38,083	18.1
Queen's ¹	33	62,708	65,901	62,315	65,317	34,456	39,807	20.8
Saskatchewan ¹	35	73,397	72,173	76,294	72,551	35,640	38,100	19.7
Toronto ¹	148	71,368	70,562	76,410	77,021	35,500	35,500	16.6
Waterloo ¹	38	61,929	65,843	60,964	65,818	37,115	38,229	19.7
Western Ontario ¹	55	54,460	55,776	53,130	53,157	41,590	42,740	14.7
York ¹	50	75,167	77,578	73,069	77,444	42,226	42,226	17.2

* Salaries expressed in Canadian dollars. Directors are included in figures for average years of experience and filled positions, but not in the average and median salary statistics. Excludes Canadian medical and law libraries. See Tables 35 and 42 for statistics related to medical and law library salaries.

¹ See Footnotes. ² Not a member during this year.

**TABLE 32: NUMBER AND AVERAGE SALARIES OF
CANADIAN ARL UNIVERSITY LIBRARIANS
BY POSITION AND SEX, FY 2002-03***

Position	Women		Men		Total	
	Salary	No.	Salary	No.	Salary	No.
Director	\$138,598	6	\$127,111	8	\$132,034	14
Associate Director	92,672	21	104,080	8	95,819	29
Assistant Director	89,440	9	85,342	10	87,283	19
Head, Branch	78,082	47	73,696	15	77,021	62
Functional Specialist	62,478	46	60,700	62	61,457	108
Subject Specialist	63,419	57	64,337	34	63,762	91
Dept. Head: Acquisitions	68,024	9	77,132	6	71,667	15
Reference	'	9	'	1	78,375	10
Cataloging	'	19	'	3	73,817	22
Serials	'	1	N/A		68,730	1
Documents/Maps	'	3	'	3	75,669	6
Circulation	'	11	'	2	68,490	13
Rare Books/Manuscripts	79,037	5	74,447	4	76,997	9
Computer Systems	'	3	'	6	78,549	9
Other	72,332	37	73,187	13	72,554	50
Reference: Over 14 years experience	69,496	93	72,193	26	70,085	119
10 to 14 years experience	59,572	24	61,341	6	59,926	30
5 to 9 years experience	53,793	15	57,577	7	54,997	22
Under 5 years experience	47,066	42	45,755	13	46,756	55
Cataloging: Over 14 years experience	70,381	28	65,355	17	68,482	45
10 to 14 years experience	'	5	'	2	56,899	7
5 to 9 years experience	'	3	'	2	48,357	5
Under 5 years experience	'	10	'	3	46,455	13
Other: Over 14 years experience	'	9	'	3	66,666	12
10 to 14 years experience	62,017	4	N/A		62,017	4
5 to 9 years experience	'	3	'	2	47,998	5
Under 5 years experience	41,999	14	42,037	5	42,009	19
All Positions	\$67,404	533	\$68,311	261	\$67,702	794

* Excludes Canadian medical and law libraries. See Tables 39 and 46 for salaries in medical and law libraries.
Salaries expressed in Canadian dollars.

'Salary data are not published when fewer than four individuals are involved in either category.

N/A - No positions were reported in this category.

**TABLE 33: NUMBER AND AVERAGE YEARS OF EXPERIENCE
OF CANADIAN ARL UNIVERSITY LIBRARIANS
BY POSITION AND SEX, FY 2002-03***

Position	<u>Women</u>		<u>Men</u>		<u>Total</u>	
	Years	No.	Years	No.	Years	No.
Director	30.8	6	30.4	8	30.6	14
Associate Director	23.0	21	20.9	8	22.4	29
Assistant Director	25.7	9	23.1	10	24.3	19
Head, Branch	21.3	47	23.5	15	21.8	62
Functional Specialist	15.1	46	14.5	62	14.8	108
Subject Specialist	17.2	57	19.0	34	17.8	91
Dept. Head: Acquisitions	23.8	9	20.0	6	22.3	15
Reference	23.3	9	25.0	1	23.5	10
Cataloging	24.3	19	22.0	3	24.0	22
Serials	26.0	1	N/A		26.0	1
Documents/Maps	23.3	3	15.7	3	19.5	6
Circulation	19.6	11	9.5	2	18.1	13
Rare Books/Manuscripts	27.0	5	24.5	4	25.9	9
Computer Systems	17.3	3	24.8	6	22.3	9
Other	19.8	37	19.9	13	19.8	50
Public Services	9.7	11	7.7	6	9.0	17
Technical Services	11.7	7	13.7	3	12.3	10
Administrations	9.7	12	23.0	1	10.7	13
Reference	15.9	174	16.1	52	16.0	226
Cataloger	18.4	46	20.3	24	19.0	70
All Positions	18.0	533	18.2	261	18.1	794

* Excludes Canadian medical and law libraries. See Tables 40 and 47 for figures in medical and law libraries.
N/A - No positions were reported in this category.

**TABLE 34: NUMBER AND AVERAGE SALARIES OF
CANADIAN ARL UNIVERSITY LIBRARIANS
BY YEARS OF EXPERIENCE AND SEX, FY 2002-03***

Experience	<u>Women</u>		<u>Men</u>		<u>Total</u>		% of Total
	Salary	No.	Salary	No.	Salary	No.	
0 - 3 years	\$45,836	73	\$43,545	35	\$45,093	108	14%
4 - 7 years	51,719	44	57,185	29	53,891	73	9
8 - 11 years	58,029	47	58,019	20	58,026	67	8
12 - 15 years	64,635	63	66,001	23	65,001	86	11
16 - 19 years	73,302	60	79,353	24	75,031	84	11
20 - 23 years	77,139	55	74,063	28	76,101	83	10
24 - 27 years	73,445	72	72,929	35	73,276	107	13
28 - 31 years	76,390	60	80,938	40	78,209	100	13
32 - 35 years	83,813	41	83,255	21	83,624	62	8
over 35 years	86,497	18	75,262	6	83,688	24	3
All Positions	\$67,404	533	\$68,311	261	\$67,702	794	100%

*Excludes Canadian medical and law libraries. See Tables 41 and 48 for salaries in medical and law libraries.
Salaries expressed in Canadian dollars.

ARL UNIVERSITY MEDICAL LIBRARIES

Tables 35-41

TABLE 35: FILLED POSITIONS; AVERAGE, MEDIAN, BEGINNING PROFESSIONAL SALARIES; AND AVERAGE YEARS OF PROFESSIONAL EXPERIENCE
ARL UNIVERSITY MEDICAL LIBRARIES, FY 2002-03*

Institution	Filled Positions	Average Salary	Median Salary	Beginning Salary	Average Yrs. Exp.
Alabama	3	†	†	\$27,000	22.3
Alberta †	7	\$41,309	\$44,299	25,412	12.7
Arizona	15	54,423	52,586	42,086	19.3
Boston University	7	51,483	52,648	32,000	14.7
British Columbia †	12	38,375	39,965	23,012	13.7
California, Davis	9	65,504	70,500	37,920	19.7
California, Irvine	3	†	†	37,920	21.3
California, Los Angeles	16	67,799	73,680	37,920	18.6
California, San Diego	10	62,860	64,200	37,920	16.4
Case Western Reserve	10	52,845	57,330	33,600	21.9
Cincinnati	21	55,818	52,582	32,000	20.1
Columbia	8	52,464	51,746	42,200	10.8
Connecticut	14	64,126	61,873	47,265	14.2
Cornell	6	63,368	62,500	42,500	24.8
Dartmouth *	11	46,626	45,788	34,000	14.2
Duke	16	53,150	51,894	30,550	22.2
Emory	13	49,260	46,843	34,000	18.6
Florida	19	44,227	39,140	34,000	14.6
Florida State	3	†	†	30,000	17.3
George Washington	16	50,336	47,836	42,000	12.1
Georgetown	10	50,929	50,341	38,000	9.5
Harvard	30	57,113	56,853	35,496	15.0
Howard	5	45,055	43,009	35,049	21.8
Illinois, Chicago	23	46,791	43,700	34,000	11.8
Iowa	8	50,840	50,906	32,000	19.6
Johns Hopkins	28	55,597	49,618	41,300	12.4
Kansas *	10	47,355	45,000	34,000	12.6
Kentucky	15	47,872	47,184	34,000	16.1
Louisville	7	43,766	40,407	35,000	22.1
McGill †	7	40,706	40,516	21,673	17.3
McMaster †	9	41,909	36,334	23,799	19.4
Manitoba †	12	32,369	32,026	22,440	11.7
Miami	9	54,572	52,767	30,000	21.6
Michigan	15	48,663	45,568	35,000	14.9
Minnesota	17	51,539	48,911	35,000	18.3
Missouri	8	39,238	38,028	30,000	16.3

*Directors are included in figures for average years of experience and filled positions, but not in either the average or median salary statistics.

†Canadian salaries expressed in U.S. dollars.

‡Salary data are not published when fewer than four individuals are involved.

§See Footnotes.

TABLE 35: FILLED POSITIONS; AVERAGE, MEDIAN, BEGINNING PROFESSIONAL SALARIES; AND AVERAGE YEARS OF PROFESSIONAL EXPERIENCE
ARL UNIVERSITY MEDICAL LIBRARIES, FY 2002-03*

Institution	Filled Positions	Average Salary	Median Salary	Beginning Salary	Average Yrs. Exp.
Montreal [†]	10	\$37,920	\$38,740	\$24,276	17.6
Nebraska	13	48,752	44,547	30,000	14.8
New Mexico	15	54,432	53,864	35,000	16.3
New York	18	60,571	57,000	40,000	14.5
North Carolina	30	56,228	54,236	36,500	17.8
Northwestern	10	54,465	54,426	37,000	16.3
Ohio State	13	48,139	46,650	35,500	11.3
Oklahoma	9	43,974	43,545	28,000	12.2
Oklahoma State	2	†	†	32,000	26.0
Pennsylvania	13	51,133	50,787	40,000	14.5
Pennsylvania State	4	54,753	55,680	38,000	19.0
Pittsburgh	25	49,021	43,798	38,000	14.2
Queen's [†]	6	35,853	32,401	25,374	15.8
Rochester	15	48,389	44,798	36,000	18.7
Saskatchewan [†]	3	†	†	24,286	7.3
South Carolina	7	40,904	37,458	29,500	12.4
Southern California [†]	15	U/A	U/A	39,500	19.3
Southern Illinois	4	52,057	51,984	30,000	20.8
Stanford	10	70,584	67,238	46,000	U/A
SUNY Buffalo	18	52,594	51,846	38,000	17.3
SUNY Stony Brook	20	59,203	55,304	35,000	12.2
Temple	10	43,177	44,476	34,000	19.1
Tennessee, Knoxville [†]	6	38,522	36,973	35,000	16.8
Tennessee, Memphis [†]	12	47,163	47,332	33,000	21.4
Texas A&M	12	49,149	47,573	35,500	13.8
Texas Tech [†]	21	45,669	42,893	33,864	19.6
Toronto [†]	20	44,581	48,373	22,629	14.8
Tulane	8	44,879	44,100	34,000	24.4
Utah	13	49,609	46,751	30,000	13.5
Vanderbilt	26	46,568	45,645	32,000	9.7
Virginia	15	53,069	52,000	40,000	15.5
Washington	19	54,691	53,148	35,000	20.2
Washington U.-St. Louis	19	55,076	45,446	34,000	21.5
Wayne State	5	46,315	42,414	36,000	13.4
Wisconsin	17	47,967	43,100	35,725	7.6
Yale	14	55,599	50,337	40,100	13.2

*Directors are included in figures for average years of experience and filled positions, but not in either the average or median salary statistics.

[†]Canadian salaries expressed in U.S. dollars.

[†]Salary data are not published when fewer than four individuals are involved.

[†]See Footnotes.

**TABLE 36: BEGINNING PROFESSIONAL SALARIES
IN ARL UNIVERSITY MEDICAL LIBRARIES
RANK ORDER TABLE, FY 2002-03***

Rank	Institution	Salary	Rank	Institution	Salary
1	Connecticut	\$47,265	37	Dartmouth	\$34,000
2	Stanford	46,000	37	Emory	34,000
3	Cornell	42,500	37	Florida	34,000
4	Columbia	42,200	37	Illinois, Chicago	34,000
5	Arizona	42,086	37	Kansas	34,000
6	George Washington	42,000	37	Kentucky	34,000
7	Johns Hopkins	41,300	37	Temple	34,000
8	Yale	40,100	37	Tulane	34,000
9	New York	40,000	37	Washington-St. Louis	34,000
9	Pennsylvania	40,000	46	Texas Tech	33,864
9	Virginia	40,000	47	Case Western Reserve	33,600
12	Southern California	39,500	48	Tennessee, Memphis	33,000
13	Georgetown	38,000	49	Boston University	32,000
13	Pennsylvania State	38,000	49	Cincinnati	32,000
13	Pittsburgh	38,000	49	Iowa	32,000
13	SUNY Buffalo	38,000	49	Oklahoma State	32,000
17	Calif. Davis	37,920	49	Vanderbilt	32,000
17	Calif. Irvine	37,920	54	Duke	30,550
17	Calif. Los Angeles	37,920	55	Florida State	30,000
17	Calif. San Diego	37,920	55	Miami	30,000
21	Northwestern	37,000	55	Missouri	30,000
22	North Carolina	36,500	55	Nebraska	30,000
23	Rochester	36,000	55	Southern Illinois	30,000
23	Wayne State	36,000	55	Utah	30,000
25	Wisconsin	35,725	61	South Carolina	29,500
26	Ohio State	35,500	62	Oklahoma	28,000
26	Texas A&M	35,500	63	Alabama	27,000
28	Harvard	35,496	64	Alberta *	25,412
29	Howard	35,049	65	Queen's *	25,374
30	Louisville	35,000	66	Saskatchewan *	24,286
30	Michigan	35,000	67	Montreal *	24,276
30	Minnesota	35,000	68	McMaster *	23,799
30	New Mexico	35,000	69	British Columbia *	23,012
30	SUNY Stony Brook	35,000	70	Toronto *	22,629
30	Tennessee, Knoxville	35,000	71	Manitoba *	22,440
30	Washington	35,000	72	McGill *	21,673

* Beginning salary figures represent officially designated base, not necessarily salaries of actual incumbents.

* Canadian salaries expressed in U.S. dollars.

**TABLE 37: MEDIAN PROFESSIONAL SALARIES
IN ARL UNIVERSITY MEDICAL LIBRARIES
RANK ORDER TABLE, FY 2002-03***

Rank	Institution	Salary	Rank	Institution	Salary
1	California, Los Angeles	\$73,680	34	Tennessee, Memphis	\$47,332
2	California, Davis	70,500	35	Kentucky	47,184
3	Stanford	67,238	36	Emory	46,843
4	California, San Diego	64,200	37	Utah	46,751
5	Cornell	62,500	38	Ohio State	46,650
6	Connecticut	61,873	39	Dartmouth	45,788
7	Case Western Reserve	57,330	40	Vanderbilt	45,645
8	New York	57,000	41	Michigan	45,568
9	Harvard	56,853	42	Washington U.-St. Louis	45,446
10	Pennsylvania State	55,680	43	Kansas	45,000
11	SUNY Stony Brook	55,304	44	Rochester	44,798
12	Northwestern	54,426	45	Nebraska	44,547
13	North Carolina	54,236	46	Temple	44,476
14	New Mexico	53,864	47	Alberta '	44,299
15	Washington	53,148	48	Tulane	44,100
16	Miami	52,767	49	Pittsburgh	43,798
17	Boston University	52,648	50	Illinois, Chicago	43,700
18	Arizona	52,586	51	Oklahoma	43,545
19	Cincinnati	52,582	52	Wisconsin	43,100
20	Virginia	52,000	53	Howard	43,009
21	Southern Illinois	51,984	54	Texas Tech	42,893
22	Duke	51,894	55	Wayne State	42,414
23	SUNY Buffalo	51,846	56	McGill '	40,516
24	Columbia	51,746	57	Louisville	40,407
25	Iowa	50,906	58	British Columbia '	39,965
26	Pennsylvania	50,787	59	Florida	39,140
27	Georgetown	50,341	60	Montreal '	38,740
28	Yale	50,337	61	Missouri	38,028
29	Johns Hopkins	49,618	62	South Carolina	37,458
30	Minnesota	48,911	63	Tennessee, Knoxville	36,973
31	Toronto '	48,373	64	McMaster '	36,334
32	George Washington	47,836	65	Queen's '	32,401
33	Texas A&M	47,573	66	Manitoba '	32,026

* Salaries of directors are not included in the calculation of medians. Alabama, California-Irvine, Florida State, Oklahoma State, and Saskatchewan are not ranked because they reported fewer than four individuals.

' Canadian salaries expressed in U.S. dollars.

**TABLE 38: AVERAGE PROFESSIONAL SALARIES
IN ARL UNIVERSITY MEDICAL LIBRARIES
RANK ORDER TABLE, FY 2002-03***

Rank	Institution	Salary	Rank	Institution	Salary
1	Stanford	\$70,584	34	Emory	\$49,260
2	California, Los Angeles	67,799	35	Texas A&M	49,149
3	California, Davis	65,504	36	Pittsburgh	49,021
4	Connecticut	64,126	37	Nebraska	48,752
5	Cornell	63,368	38	Michigan	48,663
6	California, San Diego	62,860	39	Rochester	48,389
7	New York	60,571	40	Ohio State	48,139
8	SUNY Stony Brook	59,203	41	Wisconsin	47,967
9	Harvard	57,113	42	Kentucky	47,872
10	North Carolina	56,228	43	Kansas	47,355
11	Cincinnati	55,818	44	Tennessee, Memphis	47,163
12	Yale	55,599	45	Illinois, Chicago	46,791
13	Johns Hopkins	55,597	46	Dartmouth	46,626
14	Washington U.-St. Louis	55,076	47	Vanderbilt	46,568
15	Pennsylvania State	54,753	48	Wayne State	46,315
16	Washington	54,691	49	Texas Tech	45,669
17	Miami	54,572	50	Howard	45,055
18	Northwestern	54,465	51	Tulane	44,879
19	New Mexico	54,432	52	Toronto	44,581
20	Arizona	54,423	53	Florida	44,227
21	Duke	53,150	54	Oklahoma	43,974
22	Virginia	53,069	55	Louisville	43,766
23	Case Western Reserve	52,845	56	Temple	43,177
24	SUNY Buffalo	52,594	57	McMaster *	41,909
25	Columbia	52,464	58	Alberta *	41,309
26	Southern Illinois	52,057	59	South Carolina	40,904
27	Minnesota	51,539	60	McGill *	40,706
28	Boston University	51,483	61	Missouri	39,238
29	Pennsylvania	51,133	62	Tennessee, Knoxville	38,522
30	Georgetown	50,929	63	British Columbia *	38,375
31	Iowa	50,840	64	Montreal *	37,920
32	George Washington	50,336	65	Queen's *	35,853
33	Utah	49,609	66	Manitoba *	32,369

* Salaries of directors are not included in the calculation of averages. Alabama, California-Irvine, Florida State, Oklahoma State, and Saskatchewan are not ranked because they reported fewer than four individuals.

* Canadian salaries expressed in U.S. dollars.

**TABLE 39: NUMBER AND AVERAGE SALARIES OF
ARL UNIVERSITY MEDICAL LIBRARIANS
BY POSITION AND SEX, FY 2002-03**

Position	<u>Women</u>		<u>Men</u>		<u>Total</u>	
	Salary	No.	Salary	No.	Salary	No.
Head, Medical	\$100,430	41	\$109,977	20	\$103,560	61
Associate Director	72,943	36	75,756	18	73,880	54
Assistant Director	59,077	26	61,815	12	59,942	38
Head, Branch	'	25	'	2	53,757	27
Functional Specialist	51,973	67	49,574	40	51,076	107
Subject Specialist	50,648	42	45,254	5	50,074	47
Dept. Head: Acquisitions	56,707	9	58,622	4	57,296	13
Reference	54,151	18	60,305	9	56,202	27
Cataloging	'	14	'	2	52,733	16
Serials	52,680	8	N/A		52,680	8
Documents/Maps	N/A		'	1	'	1
Circulation	'	12	'	2	49,537	14
Rare Books/Manuscripts	'	7	'	3	62,321	10
Computer Systems	61,806	6	63,644	13	63,063	19
Other	56,688	65	53,711	16	56,100	81
Reference: Over 14 years experience	48,923	80	52,326	21	49,630	101
10 to 14 years experience	44,294	38	46,081	6	44,537	44
5 to 9 years experience	40,618	44	45,323	16	41,873	60
Under 5 years experience	36,933	61	41,856	10	37,626	71
Cataloging: Over 14 years experience	'	8	'	1	48,306	9
10 to 14 years experience	'	6	'	1	49,141	7
5 to 9 years experience	45,741	5	N/A		45,741	5
Under 5 years experience	'	3	N/A		'	3
Other: Over 14 years experience	50,625	32	56,397	11	52,102	43
10 to 14 years experience	'	6	'	2	48,374	8
5 to 9 years experience	'	9	'	3	40,441	12
Under 5 years experience	38,783	11	43,340	8	40,701	19
All Positions	\$53,534	679	\$58,865	226	\$54,865	905

* Canadian salaries expressed in U.S. dollars.

'Salary data are not published when fewer than four individuals are involved in either category.

N/A - No positions were reported in this category.

**TABLE 40: NUMBER AND AVERAGE YEARS OF EXPERIENCE
OF ARL UNIVERSITY MEDICAL LIBRARIANS
BY POSITION AND SEX, FY 2002-03**

Position	<u>Women</u>		<u>Men</u>		<u>Total</u>	
	Years	No.	Years	No.	Years	No.
Head, Medical	27.0	41	26.9	20	27.0	61
Associate Director	24.3	36	21.4	18	23.3	54
Assistant Director	21.5	26	15.6	12	19.6	38
Head, Branch	19.1	25	23.0	2	19.4	27
Functional Specialist	14.1	66	10.0	39	12.6	105
Subject Specialist	13.9	40	11.8	5	13.6	45
Dept. Head: Acquisitions	23.6	9	27.5	4	24.8	13
Reference	19.3	18	16.0	9	18.2	27
Cataloging	18.4	14	24.0	2	19.1	16
Serials	17.0	8	N/A		17.0	8
Documents/Maps	N/A		8.0	1	8.0	1
Circulation	15.4	12	3.0	2	13.6	14
Rare Books/Manuscripts	23.1	7	20.7	3	22.4	10
Computer Systems	12.5	6	11.4	12	11.8	18
Other	19.1	64	14.1	16	18.1	80
Public Services	16.4	30	10.7	12	14.8	42
Technical Services	15.9	14	8.9	7	13.6	21
Administrative Services	13.9	14	20.6	5	15.6	19
Reference	12.1	223	13.1	53	12.3	276
Cataloger	13.5	22	17.5	2	13.9	24
All Positions	16.3	675	15.0	224	16.0	899

N/A - No positions were reported in this category.

**TABLE 41: NUMBER AND AVERAGE SALARIES OF
ARL UNIVERSITY MEDICAL LIBRARIANS
BY YEARS OF EXPERIENCE AND SEX, FY 2002-03***

Experience	<u>Women</u>		<u>Men</u>		<u>Total</u>		% of Total
	Salary	No.	Salary	No.	Salary	No.	
0 - 3 years	\$38,902	87	\$42,928	27	\$39,856	114	13%
4 - 7 years	43,754	97	47,050	40	44,716	137	15
8 - 11 years	47,105	73	51,423	29	48,333	102	11
12 - 15 years	49,961	63	60,473	20	52,494	83	9
16 - 19 years	55,662	78	57,719	28	56,206	106	12
20 - 23 years	56,905	91	65,678	30	59,080	121	13
24 - 27 years	61,125	74	71,223	24	63,598	98	11
28 - 31 years	70,031	64	76,636	16	71,352	80	9
32 - 35 years	64,669	32	77,717	8	67,278	40	4
over 35 years		16		2	83,408	18	2
All Positions	\$53,419	675	\$58,654	224	\$54,723	899	100%

* Canadian salaries expressed in U.S. dollars.

† Salary data are not published when fewer than four individuals are involved in either category.

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ARL UNIVERSITY LAW LIBRARIES

Tables 42-48

**TABLE 42: FILLED POSITIONS; AVERAGE, MEDIAN, BEGINNING PROFESSIONAL
SALARIES; AND AVERAGE YEARS OF EXPERIENCE
IN ARL UNIVERSITY LAW LIBRARIES, FY 2002-03***

Institution	Filled Positions	Average Salary	Median Salary	Beginning Salary	Average Yrs. Exp.
Alabama	10	\$55,549	\$44,506	\$32,000	14.0
Alberta *	4	45,897	45,992	25,412	25.0
Arizona	9	53,157	53,742	40,000	16.9
Arizona State	8	51,834	53,450	36,000	14.6
Boston University	9	62,550	53,250	46,000	15.9
Boston College	13	62,058	64,325	35,400	18.3
British Columbia *	4	51,416	54,913	23,012	21.5
California, Davis	7	67,354	66,558	37,920	20.9
California, Los Angeles	15	63,885	62,148	37,920	13.1
Case Western Reserve	9	58,011	57,850	40,000	14.7
Cincinnati	9	49,220	49,872	32,000	17.7
Colorado	7	59,818	58,428	36,000	15.9
Columbia	17	63,925	62,829	47,200	13.3
Connecticut *	13	60,646	61,281	34,548	15.0
Cornell	7	57,010	55,400	44,000	15.4
Duke	10	61,233	62,300	45,000	18.1
Emory	8	51,859	47,985	33,000	15.6
Florida	11	47,458	45,907	34,000	23.6
Florida State	10	45,446	45,980	32,000	20.0
George Washington	18	63,153	62,372	38,000	12.7
Georgetown	22	63,955	61,200	40,000	13.4
Georgia	8	47,742	44,265	31,000	13.8
Harvard	43	67,302	67,840	35,496	18.6
Hawaii	4	57,455	56,520	35,316	11.0
Houston	13	47,741	47,500	35,000	12.8
Howard	7	42,749	42,542	35,049	19.1
Illinois, Urbana	7	63,751	55,890	45,000	12.9
Indiana	10	55,359	51,231	34,817	14.8
Iowa	15	59,192	52,750	32,000	18.3
Kansas	6	38,231	35,622	26,000	7.2
Kentucky	7	38,752	38,601	34,000	9.7
Louisiana State	11	59,543	49,863	40,000	21.5
Louisville	4	49,558	53,968	35,000	16.3
McGill *	5	47,139	43,468	21,673	22.2
Manitoba *	3	†	†	22,440	23.3
Miami	15	44,033	42,428	31,000	14.4
Michigan	11	68,712	64,439	43,200	16.8
Minnesota	13	64,419	58,600	35,000	17.8
Missouri *	7	47,183	42,399	U/A	10.0

* Directors are included in figures for average years of experience and filled positions, but not in either the average or median salary statistic.

† Canadian salaries expressed in U.S. dollars.

‡ Salary data are not published when fewer than four individuals are involved.

U/A - Unavailable

* See Footnotes.

**TABLE 42: FILLED POSITIONS; AVERAGE, MEDIAN, BEGINNING PROFESSIONAL SALARIES; AND AVERAGE YEARS OF EXPERIENCE
IN ARL UNIVERSITY LAW LIBRARIES, FY 2002-03***

Institution	Filled Positions	Average Salary	Median Salary	Beginning Salary	Average Yrs. Exp.
Montreal [†]	6	38,575	38,740	24,276	19.0
Nebraska	5	49,813	50,125	30,000	12.0
New Mexico	4	57,555	65,323	40,000	19.5
New York University	19	64,878	62,770	50,000	15.7
North Carolina	10	58,103	52,500	40,000	14.8
Northwestern	11	55,992	53,199	32,000	16.7
Notre Dame	13	57,117	51,650	34,000	14.8
Ohio State	6	56,757	50,384	35,500	18.0
Oklahoma	6	42,308	38,000	25,000	14.3
Oregon	5	46,972	44,237	35,000	19.6
Pennsylvania	14	59,920	60,896	40,000	15.5
Pennsylvania State	7	54,382	54,108	38,000	18.1
Queen's [†]	2	[†]	[†]	25,374	24.0
Rutgers, Camden	8	60,366	54,643	43,770	17.4
Rutgers, Newark	8	58,257	52,701	43,770	14.4
Saskatchewan [†]	3	[†]	[†]	24,286	15.0
South Carolina	7	45,107	45,440	40,000	12.4
Southern Illinois	6	63,266	72,302	42,000	20.3
Stanford [‡]	9	69,668	67,269	46,000	U/A
SUNY Buffalo	12	55,078	59,692	38,000	17.3
Temple	10	50,366	44,342	28,500	18.1
Tennessee	9	56,978	55,008	36,000	18.3
Texas	19	55,763	48,998	32,000	17.2
Texas Tech	6	47,654	47,349	36,000	14.3
Toronto [†]	9	46,296	49,003	22,629	8.4
Tulane	10	51,799	48,330	35,000	19.1
Utah	8	49,119	52,215	39,300	17.3
Vanderbilt	8	56,247	51,415	32,000	15.8
Virginia	11	54,170	54,150	36,000	17.2
Washington	15	57,510	57,511	43,000	16.1
Washington U.-St. Louis	9	50,088	50,400	40,000	12.9
Wayne State	4	50,760	44,766	36,000	15.3
Western Ontario [†]	3	[†]	[†]	27,244	17.3
Wisconsin	14	55,662	52,005	35,725	16.7
Yale	15	68,025	59,944	40,100	21.3
York [†]	6	47,906	45,516	26,916	22.0

* Directors are included in figures for average years of experience and filled positions, but not in either the average or median salary statistic.

[†] Canadian salaries expressed in U.S. dollars.

[‡] Salary data are not published when fewer than four individuals are involved.

[§] See Footnotes.

U/A - Unavailable

**TABLE 43: BEGINNING PROFESSIONAL SALARIES
IN ARL UNIVERSITY LAW LIBRARIES
RANK ORDER TABLE, FY 2002-03***

Rank	Institution	Salary	Rank	Institution	Salary
1	New York	\$50,000	38	Boston College	\$35,400
2	Columbia	47,200	39	Hawaii	35,316
3	Boston University	46,000	40	Howard	35,049
3	Stanford	46,000	41	Houston	35,000
5	Duke	45,000	41	Louisville	35,000
5	Illinois, Urbana	45,000	41	Minnesota	35,000
7	Cornell	44,000	41	Oregon	35,000
8	Rutgers, Camden	43,770	41	Tulane	35,000
8	Rutgers, Newark	43,770	46	Indiana	34,817
10	Michigan	43,200	47	Connecticut	34,548
11	Washington	43,000	48	Florida	34,000
12	Southern Illinois	42,000	48	Kentucky	34,000
13	Yale	40,100	48	Notre Dame	34,000
14	Arizona	40,000	51	Emory	33,000
14	Case Western Reserve	40,000	52	Alabama	32,000
14	Georgetown	40,000	52	Cincinnati	32,000
14	Louisiana State	40,000	52	Florida State	32,000
14	New Mexico	40,000	52	Iowa	32,000
14	North Carolina	40,000	52	Northwestern	32,000
14	Pennsylvania	40,000	52	Texas	32,000
14	South Carolina	40,000	52	Vanderbilt	32,000
14	Washington-St. Louis	40,000	59	Georgia	31,000
23	Utah	39,300	59	Miami	31,000
24	George Washington	38,000	61	Nebraska	30,000
24	Pennsylvania State	38,000	62	Temple	28,500
24	SUNY Buffalo	38,000	63	Western Ontario *	27,244
27	Calif. Davis	37,920	64	York *	26,916
27	Calif. Los Angeles	37,920	65	Kansas	26,000
29	Arizona State	36,000	66	Alberta *	25,412
29	Colorado	36,000	67	Queen's *	25,374
29	Tennessee	36,000	68	Oklahoma	25,000
29	Texas Tech	36,000	69	Saskatchewan *	24,286
29	Virginia	36,000	70	Montreal *	24,276
29	Wayne State	36,000	71	British Columbia *	23,012
35	Wisconsin	35,725	72	Toronto *	22,629
36	Ohio State	35,500	73	Manitoba *	22,440
37	Harvard	35,496	74	McGill *	21,673

* Beginning salary figures represent officially designated base, not necessarily salaries of actual incumbents. The University of Missouri Law Library does not provide a beginning professional salary; see Footnotes.

* Canadian salaries expressed in U.S. dollars.

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**TABLE 44: MEDIAN PROFESSIONAL SALARIES
IN ARL UNIVERSITY LAW LIBRARIES
RANK ORDER TABLE, FY 2002-03***

Rank	Institution	Salary	Rank	Institution	Salary
1	Southern Illinois	\$72,302	37	North Carolina	\$52,500
2	Harvard	67,840	38	Utah	52,215
3	Stanford	67,269	39	Wisconsin	52,005
4	California, Davis	66,558	40	Notre Dame	51,650
5	New Mexico	65,323	41	Vanderbilt	51,415
6	Michigan	64,439	42	Indiana	51,231
7	Boston College	64,325	43	Washington U.-St. Louis	50,400
8	Columbia	62,829	44	Ohio State	50,384
9	New York	62,770	45	Nebraska	50,125
10	George Washington	62,372	46	Cincinnati	49,872
11	Duke	62,300	47	Louisiana State	49,863
12	California, Los Angeles	62,148	48	Toronto [†]	49,003
13	Connecticut	61,281	49	Texas	48,998
14	Georgetown	61,200	50	Tulane	48,330
15	Pennsylvania	60,896	51	Emory	47,985
16	Yale	59,944	52	Houston	47,500
17	SUNY Buffalo	59,692	53	Texas Tech	47,349
18	Minnesota	58,600	54	Alberta [†]	45,992
19	Colorado	58,428	55	Florida State	45,980
20	Case Western Reserve	57,850	56	Florida	45,907
21	Washington	57,511	57	York [†]	45,516
22	Hawaii	56,520	58	South Carolina	45,440
23	Illinois, Urbana	55,890	59	Wayne State	44,766
24	Cornell	55,400	60	Alabama	44,506
25	Tennessee	55,008	61	Temple	44,342
26	British Columbia [†]	54,913	62	Georgia	44,265
27	Rutgers, Camden	54,643	63	Oregon	44,237
28	Virginia	54,150	64	McGill [†]	43,468
29	Pennsylvania State	54,108	65	Howard	42,542
30	Louisville	53,968	66	Miami	42,428
31	Arizona	53,742	67	Missouri	42,399
32	Arizona State	53,450	68	Montreal [†]	38,740
33	Boston University	53,250	69	Kentucky	38,601
34	Northwestern	53,199	70	Oklahoma	38,000
35	Iowa	52,750	71	Kansas	35,622
36	Rutgers, Newark	52,701			

* Salaries of directors are not included in the calculation of medians. Manitoba, Queen's, Saskatchewan, and Western Ontario are not ranked because they reported fewer than four individuals.

[†] Canadian salaries expressed in U.S. dollars.

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**TABLE 45: AVERAGE PROFESSIONAL SALARIES
IN ARL UNIVERSITY LAW LIBRARIES
RANK ORDER TABLE, FY 2002-03***

Rank	Institution	Salary	Rank	Institution	Salary
1	Stanford	\$69,668	37	Alabama	\$55,549
2	Michigan	68,712	38	Indiana	55,359
3	Yale	68,025	39	SUNY Buffalo	55,078
4	California, Davis	67,354	40	Pennsylvania State	54,382
5	Harvard	67,302	41	Virginia	54,170
6	New York University	64,878	42	Arizona	53,157
7	Minnesota	64,419	43	Emory	51,859
8	Georgetown	63,955	44	Arizona State	51,834
9	Columbia	63,925	45	Tulane	51,799
10	California, Los Angeles	63,885	46	British Columbia *	51,416
11	Illinois, Urbana	63,751	47	Wayne State	50,760
12	Southern Illinois	63,266	48	Temple	50,366
13	George Washington	63,153	49	Washington U.-St. Louis	50,088
14	Boston University	62,550	50	Nebraska	49,813
15	Boston College	62,058	51	Louisville	49,558
16	Duke	61,233	52	Cincinnati	49,220
17	Connecticut	60,646	53	Utah	49,119
18	Rutgers, Camden	60,366	54	York *	47,906
19	Pennsylvania	59,920	55	Georgia	47,742
20	Colorado	59,818	56	Houston	47,741
21	Louisiana State	59,543	57	Texas Tech	47,654
22	Iowa	59,192	58	Florida	47,458
23	Rutgers, Newark	58,257	59	Missouri	47,183
24	North Carolina	58,103	60	McGill *	47,139
25	Case Western Reserve	58,011	61	Oregon	46,972
26	New Mexico	57,555	62	Toronto *	46,296
27	Washington	57,510	63	Alberta *	45,897
28	Hawaii	57,455	64	Florida State	45,446
29	Notre Dame	57,117	65	South Carolina	45,107
30	Cornell	57,010	66	Miami	44,033
31	Tennessee	56,978	67	Howard	42,749
32	Ohio State	56,757	68	Oklahoma	42,308
33	Vanderbilt	56,247	69	Kentucky	38,752
34	Northwestern	55,992	70	Montreal *	38,575
35	Texas	55,763	71	Kansas	38,231
36	Wisconsin	55,662			

* Salaries of directors are not included in the calculation of averages. Manitoba, Queen's, Saskatchewan, and Western Ontario are not ranked because they reported fewer than four individuals.

* Canadian salaries expressed in U.S. dollars.

**TABLE 46: NUMBER AND AVERAGE SALARIES OF
ARL UNIVERSITY LAW LIBRARIANS
BY POSITION AND SEX, FY 2002-03***

Position	<u>Women</u>		<u>Men</u>		<u>Total</u>	
	Salary	No.	Salary	No.	Salary	No.
Head, Law	\$126,005	34	\$132,403	36	\$129,296	70
Associate Director	84,565	29	74,752	15	81,220	44
Assistant Director	70,378	19	75,648	11	72,310	30
Functional Specialist	53,063	20	51,954	22	52,482	42
Subject Specialist	57,115	28	56,774	13	57,007	41
Dept. Head: Acquisitions	54,829	23	57,368	7	55,421	30
Reference	66,638	18	66,046	13	66,390	31
Cataloging	'	31	'	2	59,696	33
Serials	'	7	'	1	53,132	8
Documents/Maps	'	13	'	1	51,958	14
Circulation	53,616	23	45,336	6	51,903	29
Rare Books/Manuscripts	70,478	5	52,622	4	62,542	9
Computer Systems	51,764	5	58,950	8	56,186	13
Other	62,323	26	62,741	17	62,488	43
Reference: Over 14 years experience	54,929	36	56,285	20	55,413	56
10 to 14 years experience	52,805	19	54,406	9	53,320	28
5 to 9 years experience	48,736	29	48,090	9	48,583	38
Under 5 years experience	44,901	35	45,583	27	45,198	62
Cataloging: Over 14 years experience	54,353	25	56,774	8	54,940	33
10 to 14 years experience	'	5	'	1	46,165	6
5 to 9 years experience	'	8	'	3	41,335	11
Under 5 years experience	'	3	'	1	39,835	4
Other: Over 14 years experience	50,164	14	76,596	4	56,038	18
10 to 14 years experience	56,707	9	38,876	4	51,220	13
5 to 9 years experience	'	2	'	3	46,691	5
Under 5 years experience	40,153	6	43,229	4	41,383	10
All Positions	\$61,589	472	\$67,728	249	\$63,709	721

* Canadian salaries expressed in U.S. dollars.

N/A - No positions were reported in this category.

' Salary data are not published when fewer than four individuals are involved in either category.

**TABLE 47: NUMBER AND AVERAGE YEARS OF EXPERIENCE
OF ARL UNIVERSITY LAW LIBRARIANS
BY POSITION AND SEX, FY 2002-03**

Position	<u>Women</u>		<u>Men</u>		<u>Total</u>	
	Years	No.	Years	No.	Years	No.
Head, Law	25.4	34	24.8	35	25.1	69
Associate Director	22.3	29	16.9	15	20.4	44
Assistant Director	17.4	19	16.5	11	17.2	30
Functional Specialist	11.8	20	11.9	22	11.8	42
Subject Specialist	16.6	28	18.0	13	17.1	41
Dept. Head: Acquisitions	21.9	23	14.6	7	20.2	30
Reference	18.5	18	17.5	13	18.1	31
Cataloging	21.8	31	13.5	2	21.3	33
Serials	11.7	7	10.0	1	11.5	8
Documents/Maps	20.5	13	5.0	1	19.4	14
Circulation	14.0	23	10.7	6	13.3	29
Rare Books/Manuscripts	25.4	5	11.3	4	19.1	9
Computer Systems	19.4	5	17.0	8	17.9	13
Other	17.3	24	16.6	16	17.0	40
Public Services	16.8	9	10.3	3	15.2	12
Technical Services	16.5	15	9.8	6	14.6	21
Administrative Services	16.6	7	10.5	6	13.8	13
Reference	11.8	119	9.5	65	11.0	184
Cataloger	18.0	41	18.1	13	18.0	54
All Positions	17.1	470	14.9	247	16.3	717

**TABLE 48: NUMBER AND AVERAGE SALARIES OF
ARL UNIVERSITY LAW LIBRARIANS
BY YEARS OF EXPERIENCE AND SEX, FY 2002-03***

Experience	<u>Women</u>		<u>Men</u>		<u>Total</u>		<u>% of</u>
	Salary	No.	Salary	No.	Salary	No.	Total
0 - 3 years	\$44,362	46	\$43,983	36	\$44,196	82	11%
4 - 7 years	49,912	62	52,379	34	50,786	96	13
8 - 11 years	52,407	57	54,712	32	53,236	89	12
12 - 15 years	60,482	59	59,660	36	60,170	95	13
16 - 19 years	67,527	38	78,105	29	72,105	67	9
20 - 23 years	60,118	58	88,841	24	68,525	82	11
24 - 27 years	71,276	69	79,347	31	73,778	100	14
28 - 31 years	77,340	42	86,439	12	79,362	54	8
32 - 35 years	75,132	27	85,860	6	77,082	33	5
over 35 years	81,754	12	132,055	7	100,286	19	3
All Positions	\$61,531	470	\$67,193	247	\$63,482	717	100%

* Canadian salaries expressed in U.S. dollars.

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UNIVERSITY LIBRARY

Questionnaire and Instructions

ARL ANNUAL SALARY SURVEY 2002-03

UNIVERSITY LIBRARY QUESTIONNAIRE

General Instructions for Completing the Questionnaire

1. This survey is concerned with professional positions only. Since the criteria for determining professional status vary among libraries, there is no attempt to define the term "professional." Each library should report the salaries of those staff members it considers professionals, irrespective of faculty status or membership in a collective bargaining unit, including, when appropriate, staff who are not librarians in the strict sense of the term, such as computer experts, systems analysts, budget officers, etc.
2. Individual salaries for the general, law, and medical library may be reported on the templates (located online at <http://www.arl.org/stat/salary/>), using Microsoft Excel. See "Instructions for Data Input." Please **DO NOT** alter the formatted worksheets on the templates in any way; do not change any page or line numbers. If you are not able to produce data that can be saved on the templates, please submit your data using the printed forms. [If you have an Excel or word-processing file with your data in properly labeled columns, you may submit a printout of that file in lieu of the preprinted forms.]
3. Salaries should be reported for both full-time and part-time professional positions. Salaries for part-time positions should **NOT** be converted to their full-time equivalents; report the actual part-time salary paid, and indicate the percent appointment for that employee in the appropriate column.
4. To calculate the percent appointment, if less than 1.00, which stands for 100%, divide the months the employee works by the number of months considered to be the norm for full-time employment at your institution (or the number of hours per week an employee works by the number of hours per week considered to be the norm for full-time employment at your institution). For example, if a full-time appointment at your institution is 12 months, a 9-month part-time appointment would be .75, i.e. 75%. If a full-time appointment at your institution is 40 hours per week, an appointment at 30 hours per week is also .75. To calculate the percent appointment for an employee who works 30 hours a week and only for 9 months a year, when the norm for full-time employment is 40 hours a week and a 12-month appointment, multiply the percent appointment per week by the percent appointment per year, i.e. $.75 \times .75 = .56$.
5. Percent appointment should be rounded to two decimal places; do NOT use whole numbers (e.g., enter .65, not 65 or 65%). All other numbers (e.g. salaries, years of experience) should be rounded to the **nearest whole number**.
6. The salaries for all professional positions should be included, regardless of whether the salaries come from regular library budget funds **or from special funds such as research grants**. Please include all professionals involved in the provision of library services, including **contract-supported positions**.
7. The salary figures should be straight gross salary figures. **Do not include fringe benefits**.
8. Salary figures should be reported in digits only; do NOT use "\$" or "," (e.g., 25470, not \$25,470).
9. Explanatory footnotes to the reported figures may be provided, when necessary, at the end of Part I. Footnotes will be included in the published survey, where appropriate.
10. After all data have been entered, make a backup copy of the complete file (including individual names/id#s) for your institution's master file, if you wish to refer to this file in the future. Note: The data submitted to ARL should NOT include individual names or id#s, so **ARL will NOT be able to supply a copy of your institution's complete file next year**.
11. The questionnaire should be returned to the ARL Office by August 31, 2002. If you are providing the individual data as an electronic file, please send the files as an email attachment to stats-ra@arl.org, and mail or fax Part I of the survey and a printout of the data file (Part II). Alternatively, you can save the files on a disk and mail the disk with the hard copy of Part I and Part II of the survey. **Be sure to keep a complete copy of your return, including the electronic version of the data for your files**.

Instructions for Completing Part I: Summary Data

1. Part I of this survey deals with general information for the current fiscal year, 2002-03.
2. Please include the Beginning Professional Salary for Law and Medical libraries if included in the survey; if not included, enter "N/A" in the appropriate blank.
3. **Question 1.** The Beginning Professional Salary is the salary that would be paid to a newly hired professional without experience, not necessarily the lowest professional salary paid. In reporting the beginning salary, please use a figure that is actually used or likely to be used for entry-level librarians hired by your library, even if it is your practice rarely to hire entry-level professionals without experience.

Please report the **2002-03** Beginning Professional Salary to the best of your knowledge as it exists on July 1, 2002. Do not delay returning your survey with the expectation that more information will be available later.

4. The 2002-03 Average and Median Salary figures will be calculated by ARL from the individual data supplied.
5. Be sure to fill in the name of the reporting library and the name of the person who prepares the report.

Instructions for Completing Part II: Individual Data

1. Part II of this survey requests information on salary, sex, minority status, rank, and years of experience for all filled positions for fiscal year 2002-03. The survey requests information for individuals; aggregate data for each institution will be generated by computer. Vacant positions should be excluded from your report.
2. Data for the general, law, and medical libraries may be reported on separate templates; see #4 below for specific instructions.
3. **Survey Form.** If you are not able to submit the data in electronic form, please use the enclosed forms. Photocopy additional sheets if you cannot list all professional positions in the space provided. You may also use a printout from a word-processing document with all columns correctly ordered and labeled.

If you are reporting on paper forms only, list information for individuals in separate Law or Medical libraries on sheets devoted only to each of those two branches. Check the appropriate box at the top of the form to indicate when a sheet is only for Law or Medical library staff.

The left-hand column labeled "Name/ID" has been provided so the form can also serve as a work sheet. After the forms have been completed, the left-hand column should be removed to ensure anonymity of the data. Except for segregating Law and Medical library staff, the order in which staff members are entered on the form is immaterial; enter them in the order most convenient for you.

4. **Template.** The templates contain data input files for general, law, and medical library data in .xls files that can be uploaded into spreadsheet programs. They are labeled as follows:

General	ARL02xxxx.xls
Law	LAW02xxxx.xls
Medical	MED02xxxx.xls

xxxx = Library identification number; see label on the file. The file names this year have a "02", standing for 2002-03, preceding the four-digit library identification number, to distinguish them from, and prevent overwriting of, files you may have created in prior years.

The files contain empty worksheets with columns labeled as follows:

Name/ID LibID Page Line Salary Job Sex OEOcat Yrsexp Rank Percent

This year the following additional optional columns are included in anticipation of the changes to the standards for the classification of federal data on race and ethnicity:

Hispanic or Latino
Amer. Indian or Alaska Native
Asian
Black or African-American
Native Hawaiian/Other Pacific Islander
White

The first entry in the column labeled "LibID" is already filled in so there will be no question about the institutional identity of the files as they are received. If the files have been damaged in any way or if the number in the LibID column is not the same as the library number at < http://www.arl.org/stats/arlstat/instno_inam.html >, please call the ARL Office for instructions.

Detailed instructions for inputting data in each format are enclosed. **Please do not alter any formats, page or line numbers.**

After all data have been entered, make a backup copy of the complete file (including individual names/id#s) for your institution's master file, if you wish to refer to this file in the future. Note: The data submitted to ARL does NOT include individual names or ID numbers, so ARL will NOT be able to supply a copy of your institution's complete file next year.

5. **Salary.** Enter the individual salaries *as they exist* on July 1, 2002. If the library normally increases salaries at a date later than July 1, and the salary as of that later date is known or can be estimated (within \$100 or so) by the time the questionnaire is due to be returned, use the higher salary figure and footnote the effective date and/or whether the reported figures are known or estimated. Please do not hold up the reporting process for later salary adjustments. Salaries should be reported for all filled positions. Vacant positions should be excluded from your report.

Salary figures should be rounded off to the nearest whole dollar. Use digits only; do NOT use "\$" or "," in reporting in figures (e.g., 25470, not \$25,470).

6. **Position Code (Job).** The position categories used in this survey are intended to correspond roughly with the activities carried on in libraries, not with any particular pattern of staff organization or nomenclature. Please use these categories in the manner you feel best applies to your library. Indicate a position title by means of one of the following codes.

DIRLIB	Director of Libraries (or equivalent title; refers to chief executive)
ASCDIR	Associate Director
ASTDIR	Assistant Director
HDMED	Head, Medical Library (Human Medicine only)
HDLAW	Head, Law Library
HDBR	Head, Other Branch Library (including Veterinary Medicine)
FSPEC	Functional Specialist
SSPEC	Subject Specialist
HDACQ	Head, Acquisitions Department
HDCAT	Head, Catalog Department/Unit
HDCIRC	Head, Circulation
HDCOMP	Head, Library and Computer Systems
HDDOC	Head, Documents Department
HDMAp	Head, Map Room/Department
HDRBM	Head, Rare Book/Manuscripts Department
HDREF	Head, Reference Department
HDSEr	Head, Serials Department
HDOTH	Head, Other Department/Service/Agency
CAT	Catalogers, both general and specialized
REF	Reference librarians, both general and specialized
PUBS	Public Services, non-supervisory, <u>except</u> reference librarians
TECH	Technical Services, non-supervisory, <u>except</u> catalogers
ADMIN	Administrative and other units, non-supervisory position

If any individual has responsibilities described by more than one of the above categories, choose the category that is most typical of his/her general duties. Codes must be used exactly as they appear in the list above.

Associate or Assistant Director, and Head, Other Branch. Use these codes for all persons at these levels regardless of the area of specialty. If an assistant or associate director is also head of a department, choose the category that most reflects the general duties of the person currently in the position.

Specialists. These are of two kinds: Subject Specialists, who primarily build collections (but may also offer specialized reference and bibliographic services); and Functional Specialists, who are media specialists or who are experts in management fields such as personnel, fiscal matters, systems, preservation, etc. Specialists may not be, strictly speaking, professional librarians (i.e., have the MLS). The "specialist" category would generally not be used for someone with significant supervisory responsibilities, who should instead be listed as a department head or assistant director (see also note under Assistant Department Head, below).

Department Heads. Department Heads not specifically included in the above list should be included under the category "Head, Other Department/Service/Agency." Head, Catalog Department should be used either for the department that handles all cataloging, or for the head of a specialized cataloging unit (e.g. copy cataloging or foreign languages). List the head of library automation and computer systems, applications, programming, etc. as HDCOMP unless that person is also an Associate or Assistant Director, in which case use the appropriate administrative code. If there is an intermediate level of management between an Associate or Assistant Director and the professionals who actually carry out the analysis, programming, etc., use HDCOMP to define that intermediate level. Professionals who carry out analysis, programming, etc. should be listed as functional specialists (FSPEC).

Head, Acquisitions Department. Use HDACQ for all of the following positions: (a) head of a department that is responsible for the selection of material (or management of selection activities carried out on a basis encompassing more than a single organizational unit), but not responsible for the placement of orders, payment of invoices, etc.; (b) head of a department responsible for the placement of orders, maintaining on-order files, payment of invoices, etc., but not responsible for selection decisions; (c) head of a department responsible for both the selection decisions (or coordination of selection activities) and for acquiring the material. Libraries that split these two functions between two departments should report more than one professional with the position HDACQ.

[Special note concerning Assistant Department Heads. Assistant Department Heads who are responsible for major units and spend the bulk of their time in supervision and revision of the work of others should also be listed as "Head, Other Department/Service/Agency." See additional subcodes below for Head, Cataloging, and Head, Other Department. However, Assistant Head positions responsible for small units or for supervision only in the absence of the head should be reported as non-supervisory or specialist positions as appropriate.]

7. **Sex.** Indicate either M or F, for male and female, respectively. Please use only the letter indicated; do not spell out the word.
8. **Minority status code (OEOCat).** U.S. university libraries, only, should indicate minority status by means of one of the following code numbers. (Leave blank if a Canadian library or if vacant.)
 - 1 Black
 - 2 Hispanic
 - 3 Asian or Pacific Islander
 - 4 American Indian or Native Alaskan
 - 5 Caucasian/Other
9. **Total years of professional experience (Yrsexp).** Define "professional experience" as indicated in the general instructions; for most professional staff members this will mean counting the years since the MLS degree was awarded. When counting, do not subtract interim periods when an individual was not engaged in professional library employment if these periods are short in relation to the overall professional career. Count an academic year contract period as a full year. Be sure to include professional experience in previous positions and in other institutions. Numbers should be rounded off to the nearest whole number.
10. **Rank.** Responses concerning rank should be limited to professional librarians and other professionals reported in the survey who occupy the same ranks as librarians. Leave the rank column blank for professionals who do not occupy these ranks or if the column is not applicable. For example, if the Library Business Officer holds a rank typically used for university administrators but not for librarians, do not supply a rank code for that individual or describe his/her rank in answering other questions, even if you have included salary and other data for the Business Officer.

If multiple ranking structures are used for librarians and these structures are substantially different and not equivalent, enter individual rank information only for that group which represents the largest fraction of "rank-and-file" librarians.

Do not use roman numeral rank levels. Convert your local ranking system if necessary.

Complete the column labeled "Rank Code" using the following codes:

- 0 A rank normally occupied solely by the library director and/or assistant and associate directors.
- 9 Rank unknown; or, there is confusion or controversy regarding how to code this individual's rank.
- 1 Lowest level in the rank structure.
- 2 Next highest level in the rank structure.
- 3-8 Successively higher levels in the rank structure. Highest number in this range should be equivalent to the highest rank in the library's structure (unless the highest rank is occupied solely by the director and/or assistant and associate directors).

The maximum number of ranks reported here should not exceed the maximum number of rank-levels reported in Part I for individual data under Rank Structure.

When counting the total number of rank levels, include ranks that may be unoccupied at the present time due to circumstances like unusually high turnover, hiring freezes, etc.

11. **Percent.** Change the 100% appointment to less than that only for part-time people. Enter percent with decimal points. For example, a 65% appointment would be entered as .65. To calculate the percent appointment, if less than 1.00, which stands for 100%, divide the months the employee works by the number of months considered to be the norm for full-time employment at your institution (or the number of hours per week an employee works by the number of hours per week considered to be the norm for full-time employment at your institution). For example, if a full-time appointment at your institution is 12 months, a 9-month part-time appointment would be .75, i.e. 75%. If a full-time appointment at your institution is 40 hours per week, an appointment at 30 hours per week is also .75. To calculate the percent appointment for an employee who works 30 hours a week and only for 9 months a year, when the norm for full-time employment is 40 hours a week and a 12-month appointment, multiply the percent appointment per week by the percent appointment per year, i.e. $.75 \times .75 = .56$.

Please continue to enter data in additional categories.

(Shown on printed forms as the last 6 columns).

Instructions for Additional Categories

- 1. **Ethnicity:** U.S. university libraries, only, should indicate Hispanic or Latino ethnicity by coding 1 to indicate the presence of the characteristic (1=yes) and 0 to indicate its absence. The definition of Hispanic or Latino ethnicity is: A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race.
- 2. **Race:** U.S. university libraries, only, should indicate race by choosing one or more responses among the five racial categories provided here. The definitions of the five racial categories are:

American Indian or Alaska Native (NatAm): A person having origins in any of the original peoples of North and South America (including Central America) who maintains tribal affiliation or community attachment.

Asian (Asian): A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.

Black or African American (Black): A person having origins in any of the black racial groups of Africa.

Native Hawaiian or Other Pacific Islander (HawPI): A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.

White (White): A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.

The presence or absence of a racial characteristics should be indicated by coding 1=yes and 0=no. You can select multiple racial categories for a person:

1= yes	0 = no	American Indian or Native Alaska (AI/NA)
1= yes	0 = no	Asian
1= yes	0 = no	Black or African American
1= yes	0 = no	Native Hawaiian or Other Pacific Islander (NH/OPI)
1= yes	0 = no	White

ARL ANNUAL SALARY SURVEY 2002-03

UNIVERSITY LIBRARY QUESTIONNAIRE

Part I: Summary Data

Reporting Institution _____ Date Returned to ARL _____

Report Prepared by (name) _____

Title _____

Email address _____ Phone number _____

Contact person (if different) _____

Title _____

Email address _____ Phone number _____

1.	Beginning Professional Salary	Main	Law	Medical
	Beginning professional salary for 2002-03	_____	_____	_____

(Note: ARL will calculate the 2002-03 median and average professional salaries for your library from the individual data you supply in Part II of this questionnaire.)

2. Rank Structure.

Indicate the number of levels in your institution's rank structure for professional librarians. You should report here the maximum number of rank levels, reported in Part II for individual data, under the Rank column.

- _____ 1 level (i.e., no differentiated levels)
- _____ 2 levels
- _____ 3 levels
- _____ 4 levels
- _____ 5 levels
- _____ more than 5 levels (please specify the number of levels: _____)

3. **FOOTNOTES**

3a. Please list which libraries are included in the data submitted for the "general" libraries. These can be main campus libraries or branch campus libraries.

3b. Please list which libraries are NOT included in the data submitted for the "general" libraries. These can be main campus libraries or branch campus libraries.

Please indicate any other explanatory information in footnotes. These additional footnotes, if necessary, should be placed in the space below or on attached pages.

Please return the completed questionnaire to the
ARL Statistics and Measurement Program by **August 31, 2002**.
For assistance, contact Martha Kyrillidou <martha@arl.org> or Mark Young <stats-ra@arl.org>, or call 202-296-2296.

ARL ANNUAL SALARY SURVEY 2002-03
UNIVERSITY LIBRARY QUESTIONNAIRE
Part II: Individual Data

Reporting Library _____

Confidential Detach before mailing to the ARL Office	Line	Salary	Job	Sex	OEO cat	Yrs Exp	Rank	% App	Ethnicity Hispanic or Latino	Race: NatAm	Race: Asian	Race: Black	Race: HawPI	Race: White
	1													
	2													
	3													
	4													
	5													
	6													
	7													
	8													
	9													
	10													
	11													
	12													
	13													
	14													
	15													
	16													
	17													
	18													
	19													
	20													
	21													
	22													
	23													
	24													
	25													

Duplicate this sheet if you need additional lines. Please return the completed questionnaire to the ARL Statistics and Measurement Program by **August 31, 2002**.
For assistance, contact Martha Kyrillidou <martha@arl.org> or Mark Young <stats-ra@arl.org>, or call 202-296-2296.

NONUNIVERSITY LIBRARY

Questionnaire and Instructions

ARL ANNUAL SALARY SURVEY 2002-03

NONUNIVERSITY LIBRARY QUESTIONNAIRE

General Instructions for Completing the Questionnaire

1. This survey is concerned with the salaries of professional positions only. Since the criteria for determining professional status vary among libraries, there is no attempt to define the term "professional." Each library should report the salaries of those staff members it considers professionals, irrespective of membership in a collective bargaining unit, and including, when appropriate, staff who are not librarians in the strict sense of the term, such as systems analysts, budget officers, etc.
2. Salaries should be reported for all filled positions. Vacant positions should be excluded from your report.
3. Report 2002-03 salaries *as they exist* on July 1, 2002. If the library normally increases salaries at a date after July 1, and the salary as of that later date is known or can be estimated (within \$100 or so) by the time the questionnaire is due to be returned, please use the higher salary and footnote the effective date and/or whether the reported figures are known or estimated. Please do not hold up the reporting process for later salary adjustments.
4. The Median Salary is the salary that has an equal number of salaries above it and below it. In those libraries with an even number of positions, the median salary is the average of the two salaries that have an equal number of salaries above and below them.
5. The Beginning Professional Salary is the salary that would be paid to a professional without experience, not necessarily the lowest professional salary paid. In reporting the beginning salary, please use a figure that is actually used or likely to be used for entry-level librarians hired by your library.
6. Salaries should be reported for both full-time and part-time professional positions. However, salaries for part-time positions should be converted to their full-time equivalents before reporting; do not report the actual part-time salary paid.
7. Salaries should normally be reported on a 12-month basis. If an appointment is for 9 or 10 months at the option of the employee, the actual salary paid should be increased to its 12-month equivalent. However, if appointments of less than 12 months are required by the employer, report the actual salary paid.
8. The salaries for all professional positions should be included, regardless of whether the salaries come from regular library budget funds or from special funds such as research grants.
9. The salary figures should be straight gross salary figures. Do not include fringe benefits.
10. Explanatory footnotes to the reported figures may be provided when necessary. Footnotes will be included in the published survey.
11. Provide the name of the reporting library and the name of the person who prepares the report.
12. Please return the questionnaire to the ARL Statistics and Measurement Program Office by **August 31, 2002.**

ARL ANNUAL SALARY SURVEY 2002-03
NONUNIVERSITY LIBRARY QUESTIONNAIRE

Part I: Summary Data

Reporting Institution _____ Date Returned to ARL _____
Report Prepared by (name) _____
Title _____
Email address _____ Phone number _____
Contact person (if different) _____
Title _____
Email address _____ Phone number _____

1. Complete the table on the back of this sheet by indicating the number of filled or temporarily vacant professional positions in each salary range for fiscal years 2001-02 and 2002-03.
2. Median professional salary for fiscal year 2002-03. _____
3. Beginning professional salary for 2002-03. _____
4. Footnotes (please compare with footnotes from surveys of previous years)
 - a. Law Library salaries are included.
_____ Yes _____ No _____ We do not have a Law Library.
 - b. Medical Library salaries are included.
_____ Yes _____ No _____ We do not have a Medical Library.
 - c. Branch libraries not included (please attach an additional sheet if necessary):

5. Other comments (please attach an additional sheet if necessary):

Indicate the number of filled professional positions
in each salary range for fiscal years 2001-02 and 2002-03.

Salary Range	Number of Positions	
	2001-02	2002-03
\$200,000 or more		
175,000 – 199,999		
150,000 – 174,999		
140,000 – 149,999		
130,000 – 139,999		
120,000 – 129,999		
110,000 – 119,999		
100,000 – 109,999		
95,000 – 99,999		
90,000 – 94,999		
85,000 – 89,999		
80,000 – 84,999		
75,000 – 79,999		
70,000 – 74,999		
65,000 – 69,999		
62,000 – 64,999		
60,000 – 61,999		
58,000 – 59,999		
56,000 – 57,999		
54,000 – 55,999		
52,000 – 53,999		
50,000 – 51,999		
48,000 – 49,999		
46,000 – 47,999		
44,000 – 45,999		
42,000 – 43,999		
40,000 – 41,999		
38,000 – 39,999		
36,000 – 37,999		
34,000 – 35,999		
32,000 – 33,999		
30,000 – 31,999		
29,000 – 29,999		
28,000 – 28,999		
27,000 – 27,999		
26,000 – 26,999		
25,000 – 25,999		
Less than 25,000		
Total Number of Positions		

Please return the completed questionnaire to the
ARL Statistics and Measurement Program by **August 31, 2002.**
For assistance, contact Martha Kyrillidou <martha@arl.org> or Mark Young <stats-ra@arl.org>, or call (202) 296-2296.

FOOTNOTES TO THE ARL ANNUAL SALARY SURVEY, 2001-02

INSTITUTION	NOTE
ALABAMA	Includes Gorgas, McLure Education, Bruno Business, Rodgers Science and Engineering, and Hoole Special Collections libraries.
ALBERTA	Includes H.T. Coultts Education, Humanities and Social Sciences, and Faculte Saint Jean libraries, as well as the Winspear Business Reference Room and the Office of Staff Development and Training Cameron Library (includes Interlibrary Loans, Financial Systems and Analysis, Science and Technology Library, and Information Technology Services).
ARIZONA STATE	Includes ASU East and ASU West, as well as the Hayden, Noble Science and Engineering, Music, and Architecture/Environmental Design libraries.
AUBURN	Includes the Auburn University Libraries (main campus).
BOSTON UNIVERSITY	Includes Mugar, Science and Engineering, Stone Science, Educational Resources, Pardee Management, Theology and Special Collections.
BOSTON COLLEGE	Includes the Thomas P. O'Neill, Jr. (main), the Bapst (art), John J. Burns Rare Books, and the Graduate School of Social Work libraries, as well as the Educational Resources Center and the Academic Development Center.
BRIGHAM YOUNG	Excludes the Law library.
BRITISH COLUMBIA	Includes Asian, David Lam Management, Education, Fine Arts, Walter C. Koerner, Main, MacMillan, Mathematics, and Music libraries, as well as the First Nations House of Learning, Special Collections Division, Science and Engineering Division, Rare Books and Special Collections Division, and the Life Science Libraries: Biomedical (branch), Hamber, St. Paul's Hospital, and Woodward Biomedical.
BROWN	Includes the John Carter Brown Library.
CALIFORNIA, BERKELEY	Includes Doe, Moffitt, Bancroft, Anthropology, Art History/Classics, Astronomy-Mathematics-Statistics, Bioscience and Natural Resources, Business & Economics, Chemistry, East Asian (including Center for Chinese Studies), Earth Sciences, Education-Psychology, Engineering, Environmental Design, Music, Optometry, Physics, Public Health (including Health Sciences, Information Services, and Occupational & Environmental Health), and Social Welfare libraries and the Northern Regional Library Facility. Excludes Architectural Slide, Continuing Education of the Bar, Earthquake Engineering, Ethnic Studies, Giannini, Institute of Governmental Studies, Institute of Industrial Relations, Institute of International Studies, Institute of Transportation Studies, Law, and Water Resources Center libraries. Also excluded are various departmental libraries: e.g., French, History, Philosophy, Rhetoric, and Slavic Languages and Literature.
CALIFORNIA, DAVIS	Includes Peter J. Shields, Physical Sciences and Engineering, Carlson Health Sciences, and Agricultural and Resource Economics libraries on the Davis campus, and the Medical Center Library in Sacramento.
CALIFORNIA, RIVERSIDE	Includes the Rivera (main) Library and the Science library.
CALIFORNIA, SAN DIEGO	Includes Art and Architecture, Computing and Instructional Services, Film and Video, International Relations and Pacific Studies, Music, Sciences and Engineering, and Social Sciences and Humanities libraries, as well as the Center for Magnetic Recording and Research's Special Collections branch and the Scripps Institute for Oceanography.

INSTITUTION	NOTE
CALIFORNIA, SANTA BARBARA	Includes the Main and Arts libraries.
CANADA INSTITUTE FOR SCIENTIFIC AND TECHNICAL INFORMATION	Includes all branch libraries.
CHICAGO	Salaries for Law, Medical, and Science libraries are included in the reporting for the Main library. All libraries in the system share the same Beginning Professional Salary.
CINCINNATI	Includes main campus libraries and branch campuses at Clermont and Raymond Walters Colleges.
COLORADO	Includes Norlin, Music, Business, Math/Physics, Engineering, and Earth Sciences libraries.
COLORADO STATE	Includes Main library, Atmospheric Science branch library, and Veterinary Teaching Hospital branch library.
CONNECTICUT	Includes Archives and Special Collections, Art and Design, Culpeper Media, Maps, Music, and Pharmacy libraries, as well as branch libraries in Avery Point, Greater Hartford, Stamford, Torrington, and Waterbury. In 2002-03, the Law library did not report technical staff as professional positions for the first time. As a result, the number of filled positions for the Law library is much smaller than in past surveys.
CORNELL	Includes Africana, Engineering, Entomology, Fine Arts, Geneva Experiment Station, Hotel Administration, Management, Mann, Math, Music, ILR, Olin/Kroch/Uris, Physical Sciences, and Veterinary Medicine libraries.
DARTMOUTH	Includes Baker-Berry, Feldberg Business and Engineering, Kresge Physical Sciences, Cook Mathematics, Sherman Art, Paddock Music, Sanborn English, and Rauner Special Collections libraries, as well as the Dartmouth College Storage Library. Medical library data includes the Dana Biomedical Library and the Matthews-Fuller Health Sciences Library.
DELAWARE	Includes Morris, Agriculture, Chemistry, Marine Studies, and Physics libraries. Excludes the salaries of libraries not reporting directly to the Director of Libraries.
DUKE	Includes Perkins; Lilly; Vesic Library for Engineering, Mathematics and Physics; Biological and Environmental Sciences; Music; and Rare Book, Manuscript and Special Collections libraries. Also includes libraries of the Fuqua School of Business and the Divinity School, which are independent and separately administered.
EMORY	All salaries are as of September 1, 2002. Includes the General Libraries (including Chemistry, Physical Sciences, and Music & Media libraries), Theology Library, Goizueta Business Library, and the Oxford College Library.
FLORIDA	Includes the main campus library and the Education, Architectural, Music, and Journalism branches.
FLORIDA STATE	All salaries are as of October 31, 2003.

INSTITUTION

NOTE

	Includes Strozier, Dirac Science, Allen Music, and Goldstein Information Studies libraries, as well as the Ringling Museum of Art and the Career Center. Excludes the Panama City branch campus.
GEORGE WASHINGTON	Includes the Gelman (main) Library, the Eckles Library, and the Virginia branch campus.
GEORGETOWN	Includes Reiss Science, Woodstock Theological, and Bioethics libraries, as well as the National Center for Education in Maternal and Child Health Library. Main, Law, and Medical Libraries each have different ranking structures.
GEORGIA	Includes the Main Library, the Science Library, and several reading rooms and experiment stations across the state.
GUELPH	Includes the Main Campus libraries: McLaughlin Library and the Ontario Veterinary College Learning Commons. The ranking structure applies only to Librarians; other professional staff were not ranked.
HARVARD	Includes all libraries on the Boston and Cambridge campuses, including the Schlesinger Library at Radcliffe College. Excludes Biblioteca Berenson in Florence, Italy, and Center for Hellenic Studies and Dumbarton Oaks libraries in Washington, D.C.
HAWAII	Salaries reflect bargaining unit increases effective August 1, 2002. Includes Hamilton and Sinclair libraries.
HOUSTON	Includes M.D. Anderson (main), William R. Jenkins Architecture and Art, Music, Weston A. Petter Optometry, and Pharmacy libraries.
ILLINOIS, CHICAGO	All salaries are as of September 1, 2002. The beginning professional salary is \$34,000 for first-year Resident Librarians, and \$40,000 for tenure-track positions.
INDIANA	Excludes Indianapolis School of Law, Dentistry, and Medicine Library; IUPUI University Library, Herron School of Art Library, Columbus Library, and Science and Engineering Library; and other campuses at IU-East, IU-Kokomo, IU-Northwest, IU-Southeast, IU-South Bend, and IUPU-Fort Wayne.
KANSAS	Salaries reported for the Main library include the Lawrence and Edwards campuses. Salaries reported for the Medical library include the Dykes Library. Excludes the University of Kansas School of Medicine Library in Wichita, KS and the Clendening History of Medicine Library in Kansas City, KS.
KENT STATE	Includes the Main Library and the departmental libraries on the Kent campus, and all libraries on the 7 regional campuses.
KENTUCKY	Includes William T. Young (main), Architecture, Fine Arts, Chemistry/Physics, Education, Engineering, and Mathematical Science libraries, as well as the Agricultural Information Center, the Equine Information Center, the Geological Sciences Library and Map Collection, the Kentucky Transportation Center and Lexington Information Center libraries, and the Special Collections and Archives.

INSTITUTION

NOTE

LIBRARY OF CONGRESS

Includes Professional and Administrative positions.

LOUISIANA STATE

Includes School of Veterinary Medicine.

LOUISVILLE

Includes Main, Art, Archives, Engineering/Science, and Music libraries.

MCGILL

Includes Blackader-Lauterman, Blacker-Wood Biology, Education, Edward Rosenthal Mathematics and Statistics, Howard Ross Management, Humanities and Social Sciences, Islamic Studies, Marvin Duchow Music, Osler History of Medicine, and Physical Sciences and Engineering libraries, as well as the Birks Reading Room, the Macdonald Campus, and the W. Hirschfeld Geographic Information Centre.

McMASTER

Includes the Mills Memorial, H.G. Thode, and Innis Business libraries.

Health Sciences libraries include Library Services in northern Ontario.

MANITOBA

Includes Elizabeth Dajose, Albert D. Cohen Management, Sciences and Technology, Architecture/Fine Arts, Eckhardt-Grammatte Music, William R. Newman Agriculture, D.S. Woods Education, St. John's College, and Fr. Harold Drake libraries.

Salaries reflect two increases over the figures reported in the *ARL Annual Salary Survey 2001-02*.

MARYLAND

Includes main campus library and all branch campuses.

MASSACHUSETTS

Includes DuBois (main) Library and science branch libraries.

MIAMI

Includes the Marine branch library.

MICHIGAN

Includes Film and Video, Fine Arts, Music, Media Union, Graduate, Map, Social Work, Asia, Science, Museums, Special Collections, Undergraduate, and Biological Station libraries.

Excludes Kresge Business Administration, Clements, Bentley, and Gerald Ford Presidential libraries.

MISSOURI

Law library chooses not to list a beginning professional salary.

MONTREAL

Includes Acquisitions, Administrative Services, Botany, Cataloging, Chemistry, Collection Development, Education-Communication-Psychology-Psychoeducation-Biology, Environmental Design, Geography, Humanities and Social Sciences, Interlibrary Loan, Library and Information Sciences, Mathematics and Computer Sciences, Music, Physics, Rare Books and Special Collections, and System Office libraries, as well as the libraries at the Ecole Polytechnique and Ecole des Hautes Etudes Commerciales schools.

Medical data includes Health, Kinesiology, Paramedics, and Veterinary libraries.

NATIONAL AGRICULTURAL LIBRARY

All salaries are tracked with benefits.

NEW MEXICO

Excludes Bainbridge Bunting Slide Library, College of Education Tireman Education Resource Center, Harwood Foundation, Native American Studies Center Library, Gallup Branch Campus, Los Alamos Branch Campus, Santa Fe Graduate Center Library, Taos Education Center, and Valencia Branch Campus.

INSTITUTION

NOTE

The Health Sciences Library and Informatics Center, the UNM Law School Library, and the UNM General Library are autonomous libraries within the University of New Mexico, administered and funded separately from one another.

The four-step rank system used in the General and Law libraries is: 1=lecturer, 2=assistant professor, 3=associate professor, 4=professor. The six-step rank system used in the Medical library is: 1=lecturer 1, 2=lecturer 2, 3=lecturer 3, 4=assistant professor, 5= associate professor, 6=professor.

NORTH CAROLINA STATE

Includes D.H. Hill (main), Design, Natural Resources, Textiles, and Veterinary Medical libraries, as well as the Learning Resources Library separately administered by the College of Education.

NORTHWESTERN

Includes the Main Library, the Science and Engineering Library, and the Schaffner Library.

NOTRE DAME

Includes the main campus and all branch libraries.

OHIO

Includes all libraries on the Athens campus, including Alden , Music/Dance, and Library Annex.

Excludes all libraries on regional campuses, including Eastern, Southern, Chillicothe, Lancaster and Zanesville.

OHIO STATE

Includes all main campus libraries, all regional campus libraries and the libraries of the Agricultural Research and Development Center.

Excludes several specialized departmental research libraries on the main campus that are not part of the University Libraries system.

OKLAHOMA STATE

Main campus libraries include Edmon Low, Architecture, Curriculum Materials, and Veterinary Medicine. Also included are branch campus libraries in Tulsa, Oklahoma City, and Okmulgee.

PENNSYLVANIA

Includes VanPelt-Dietrich, Lippincott Business, Music, Rare Books and Manuscripts, Chemistry, Fine Arts, Engineering, and Math/Physics/Astronomy libraries.

PENNSYLVANIA STATE

Includes main campus and branches at Abington College, Altoona College, Beaver, Behrend College, Berks-Lehigh Valley College, Capital College, Delaware County, DuBois, Fayette, Penn State Great Valley, Hazelton, Lehigh Valley, McKeesport, Mont Alto, New Kensington, Schuylkill, Shenango, Wilkes-Barre, Worthington Scranton and York.

PITTSBURGH

Excludes Titusville, Johnstown, Bradford and Greensburg libraries.

PRINCETON

Includes Architecture and Urban Planning, Marquand Art and Archaeology, Fine Hall Biology, Chemistry, Cotsen Children's, Donald E. Stokes Public and International Affairs and Population Research, East Asian, Engineering, Fine Annex, Firestone, Forrestal Annex, Geosciences and Maps, Harold F. Furth Plasma Physics, Mathematics and Physics, Mendel Music, Peyton Hall Astrophysics, Psychology, Scheide, and Seeley G. Mudd Manuscript libraries.

PURDUE

Includes the library system on the West Lafayette campus, consisting of 15 departmental libraries under a single library management.

Excludes regional campus libraries: Purdue Calumet, Purdue North Central and Purdue Fort Wayne.

QUEEN'S

Includes Stauffer, Douglas, Art and Education libraries.

INSTITUTION

NOTE

RICE

Current University research and teaching needs are seen to require separate leadership for library and information technology units. For this reason, IT personnel are not included in the 2002-03 *Salary Survey*; they were included in some past surveys, which caused the number of filled positions reported to be almost twice as high as in 2002-03.

ROCHESTER

Includes River Campus libraries, Edward G. Miner Medical Library and Sibley Music Library.

RUTGERS

Includes the New Brunswick Libraries (Alexander, Mabel Smith Douglass, Kilmer, and the Library of Science and Medicine and its branches), the John Cotton Dana Library, the Paul Robeson Library, and the Technical and Automated Services library.

Excludes the School of Management and Labor Relations and the Center for Alcohol Studies.

SASKATCHEWAN

All salaries are as of July 1, 2002.

SOUTH CAROLINA

Includes Thomas Cooper Library, Math Library, Music Library, Business Library, and the South Caroliniana Library.

Excludes branch campuses in Aiken, Beaufort, Lancaster, Salkehatchie, Spartanburg, Sumter, and Union.

SOUTHERN CALIFORNIA

Although the Medical Library submitted a survey response, averages and medians were not printed at the Library's request. These data are included when calculating all ARL-wide medians and averages that would include the USC Medical Library.

SUNY-ALBANY

Salaries include administrative stipends, discretionary increases, and an across-the-board, union-negotiated increase effective July 4, 2002.

Includes the Main Library, the Science Library, and the Dewey Library.

The four-step rank system is: 1=Assistant Librarian, 2=Senior Assistant Librarian, 3=Associate Librarian, 4=Librarian.

SUNY BUFFALO

Includes Archives, Arts and Sciences Libraries (Architecture and Planning, Lockwood, Science and Engineering, Undergraduate), Music Library, and Poetry/Rare Books Libraries.

SYRACUSE

Includes the Main campus library, the Science and Technology Library, the Geology Library, the Math Library and the Physics Library.

Excludes the College Reading Room.

TENNESSEE

The medical libraries for the Memphis campus and the hospital in Knoxville were added in 2001 and are reported separately for the first time.

TEXAS TECH

Includes University Library, Southwest Collections/Special Collections Library, Architecture Library, International Cultural Center Library, and the Vietnam Archives Library.

The Health Sciences Center has a 4-step rank structure; the rest of the library system has a 3-step structure.

TORONTO

Includes Robarts, Engineering and Computer Science, Dentistry, Chemistry, School of Management, Physics, Faculty of Information Sciences, Audiovisual and Microtext, Astronomy, Rare Book, Criminology, Music, Earth Sciences, and

INSTITUTION**NOTE**

East Asian libraries, as well as the OISE (Ontario Institute for Studies in Education), the Centre for Industrial Relations, the University Archives, New College, St. Michael's College, and the Universities of Toronto at Scarborough and Mississauga.

Medical library system includes both Gerstein and Family & Community Medicine libraries.

VANDERBILT

Includes Central, Divinity, Education, Management, Music, and Science and Engineering libraries, as well as the Special Collections/University Archives and the centralized Technical Services.

VIRGINIA

Includes Alderman (main), Clemons (undergraduate), Education, Fine Arts, Music, Science and Engineering, and Graduate Business libraries.

WASHINGTON

Includes the University Libraries on the Seattle campus.

Excludes campus libraries at UW-Bothell/Cascadia CC and UW Tacoma.

WASHINGTON STATE

Includes branch campuses at Pullman, Tri-Cities, Vancouver, and Spokane, as well as the WSU Intercollegiate College of Nursing and the WSU Energy Library.

No salary increases were awarded since 2001-02.

WASHINGTON U.-ST. LOUIS

Includes Central Library and Biology, Chemistry, Art and Architecture, Earth and Planetary Sciences, East Asian, Music, Mathematics, Physics, Business, and Social Work libraries.

WATERLOO

Includes Dana Porter Library, Davis Centre Library, and University Map and Design Library.

WAYNE STATE

Includes Science-Engineering Library, Purdy-Kresge Library, Undergraduate Library, and Oakland Center Library.

WESTERN ONTARIO

Includes D.B. Weldon, Business, Education, Music, and the Allyn and Betty Taylor Libraries.

Excludes affiliated college libraries, Brescia University College Library, Huron University Library, and King's College Library.

WISCONSIN

Includes the General Library System: Memorial, College-Undergraduate, Art, Biology, Business, Chemistry, Geography, Geology and Geophysics, Mathematics, Music, Physics, Social Science Reference, Social Work, and Steenbock Agricultural and Life Sciences. Also includes Wendt Engineering Library.

YORK

Salaries are as of September 1, 2002 and administrative stipends are included.

Includes Archives and Special Collections, Business and Government Publications, Leslie-Frost, Law, Map, Scott, Sound and Moving Image, and Steacie Science libraries.

APPENDIXES

APPENDIX A

ARL Member Libraries as of December 1, 2002

The Association of Research Libraries (ARL) represents the interests of 124 libraries that serve major North American research institutions. ARL operates as a forum for the exchange of ideas and as an agent for collective action to influence the forces affecting the ability of these libraries to meet the future needs of scholarship. The ARL Statistics and Measurement program is organized around identifying, collecting, analyzing, and distributing quantifiable information describing the characteristics of research libraries. The program offers publications and special member services, and collaborates with other national and international library statistics programs. Data collected include salaries, library holdings, expenditures, staff, interlibrary lending, and preservation activities.

The members of the Association are:

Institution	Category	Full Name of Institution	Location
Alabama	S	University of Alabama	Tuscaloosa, Alabama
Alberta	C	University of Alberta	Edmonton, Alberta
Arizona	S	University of Arizona	Tucson, Arizona
Arizona State	S	Arizona State University	Tempe, Arizona
Auburn	S	Auburn University	Auburn, Alabama
Boston	P	Boston University	Boston, Massachusetts
Boston College	P	Boston College	Boston, Massachusetts
Brigham Young	P	Brigham Young University	Provo, Utah
British Columbia	C	University of British Columbia	Vancouver, British Columbia
Brown	P	Brown University	Providence, Rhode Island
Berkeley, California	S	University of California, Berkeley	California, Berkeley
California, Davis	S	University of California, Davis	Davis, California
California, Irvine	S	University of California, Irvine	Irvine, California
California, Los Angeles	S	University of California, Los Angeles	Los Angeles, California
California, Riverside	S	University of California, Riverside	Riverside, California
California, San Diego	S	University of California, San Diego	La Jolla, California
California, Santa Barbara	S	University of California, Santa Barbara	Santa Barbara, California
Case Western Reserve	P	Case Western Reserve University	Cleveland, Ohio
Chicago	P	University of Chicago	Chicago, Illinois
Cincinnati	S	University of Cincinnati	Cincinnati, Ohio
Colorado	S	University of Colorado	Boulder, Colorado
Colorado State	S	Colorado State University	Fort Collins, Colorado
Columbia	P	Columbia University	New York, New York
Connecticut	S	University of Connecticut	Storrs, Connecticut
Cornell	P	Cornell University	Ithaca, New York
Dartmouth	P	Dartmouth College	Hanover, New Hampshire
Delaware	S	University of Delaware	Newark, Delaware
Duke	P	Duke University	Durham, North Carolina
Emory	P	Emory University	Atlanta, Georgia
Florida	S	University of Florida	Gainesville, Florida
Florida State	S	Florida State University	Tallahassee, Florida
George Washington	P	George Washington University	Washington, D.C.
Georgetown	P	Georgetown University	Washington, D.C.
Georgia	S	University of Georgia	Athens, Georgia
Georgia Tech	S	Georgia Institute of Technology	Atlanta, Georgia
Guelph	C	University of Guelph	Guelph, Ontario
Harvard	P	Harvard University	Cambridge, Massachusetts
Hawaii	S	University of Hawaii	Honolulu, Hawaii
Houston	S	University of Houston	Houston, Texas
Howard	P	Howard University	Washington, D.C.
Illinois, Chicago	S	University of Illinois at Chicago	Chicago, Illinois
Illinois, Urbana	S	University of Illinois at Urbana	Urbana, Illinois
Indiana	S	Indiana University	Bloomington, Indiana
Iowa	S	University of Iowa	Iowa City, Iowa
Iowa State	S	Iowa State University	Ames, Iowa
Johns Hopkins	P	Johns Hopkins University	Baltimore, Maryland
Kansas	S	University of Kansas	Lawrence, Kansas
Kent State	S	Kent State University	Kent, Ohio
Kentucky	S	University of Kentucky	Lexington, Kentucky
Laval	C	Laval University	Quebec, Quebec
Louisiana State	S	Louisiana State University	Baton Rouge, Louisiana
Louisville	S	University of Louisville	Louisville, Kentucky
McGill	C	McGill University	Montreal, Quebec
McMaster	C	McMaster University	Hamilton, Ontario
Manitoba	C	University of Manitoba	Winnipeg, Manitoba
Maryland	S	University of Maryland	College Park, Maryland
Massachusetts	S	University of Massachusetts	Amherst, Massachusetts

S=U.S. public university P=U.S. private university N=U.S. nonuniversity library C=Canadian university X=Canadian nonuniversity

<u>Institution</u>	<u>Category</u>	<u>Full Name of Institution</u>	<u>Location</u>
MIT	P	Massachusetts Institute of Technology	Cambridge, Massachusetts
Miami	P	University of Miami	Coral Gables, Florida
Michigan	S	University of Michigan	Ann Arbor, Michigan
Michigan State	S	Michigan State University	East Lansing, Michigan
Minnesota	S	University of Minnesota	Minneapolis, Minnesota
Missouri	S	University of Missouri	Columbia, Missouri
Montreal	C	University of Montreal	Montreal, Quebec
Nebraska	S	University of Nebraska-Lincoln	Lincoln, Nebraska
New Mexico	S	University of New Mexico	Albuquerque, New Mexico
New York	P	New York University	New York, New York
North Carolina	S	University of North Carolina	Chapel Hill, North Carolina
North Carolina State	S	North Carolina State University	Raleigh, North Carolina
Northwestern	P	Northwestern University	Evanston, Illinois
Notre Dame	P	University of Notre Dame	Notre Dame, Indiana
Ohio	S	Ohio University	Athens, Ohio
Ohio State	S	Ohio State University	Columbus, Ohio
Oklahoma	S	University of Oklahoma	Norman, Oklahoma
Oklahoma State	S	Oklahoma State University	Stillwater, Oklahoma
Oregon	S	University of Oregon	Eugene, Oregon
Pennsylvania	P	University of Pennsylvania	Philadelphia, Pennsylvania
Pennsylvania State	S	Pennsylvania State University	University Park, Pennsylvania
Pittsburgh	S	University of Pittsburgh	Pittsburgh, Pennsylvania
Princeton	P	Princeton University	Princeton, New Jersey
Purdue	S	Purdue University	West Lafayette, Indiana
Queen's	C	Queen's University	Kingston, Ontario
Rice	P	Rice University	Houston, Texas
Rochester	P	University of Rochester	Rochester, New York
Rutgers	S	Rutgers University	New Brunswick, New Jersey
Saskatchewan	C	University of Saskatchewan	Saskatoon, Saskatchewan
South Carolina	S	University of South Carolina	Columbia, South Carolina
Southern California	P	University of Southern California	Los Angeles, California
Southern Illinois	S	Southern Illinois University	Carbondale, Illinois
Stanford	P	Stanford University	Stanford, California
SUNY-Albany	S	University at Albany, State University of New York	Albany, New York
SUNY-Buffalo	S	University at Buffalo, State University of New York	Buffalo, New York
SUNY-Stony Brook	S	State University of New York at Stony Brook	Stony Brook, New York
Syracuse	P	Syracuse University	Syracuse, New York
Temple	S	Temple University	Philadelphia, Pennsylvania
Tennessee	S	University of Tennessee	Knoxville, Tennessee
Texas	S	University of Texas	Austin, Texas
Texas A&M	S	Texas A&M University	College Station, Texas
Texas Tech	S	Texas Tech University	Lubbock, Texas
Toronto	C	University of Toronto	Toronto, Ontario
Tulane	P	Tulane University	New Orleans, Louisiana
Utah	S	University of Utah	Salt Lake City, Utah
Vanderbilt	P	Vanderbilt University	Nashville, Tennessee
Virginia	S	University of Virginia	Charlottesville, Virginia
Virginia Tech	S	Virginia Polytechnic Institute & State University	Blacksburg, Virginia
Washington	S	University of Washington	Seattle, Washington
Washington State	S	Washington State University	Pullman, Washington
Washington U.-St. Louis	P	Washington University	St. Louis, Missouri
Waterloo	C	University of Waterloo	Waterloo, Ontario
Wayne State	S	Wayne State University	Detroit, Michigan
Western Ontario	C	University of Western Ontario	London, Ontario
Wisconsin	S	University of Wisconsin	Madison, Wisconsin
Yale	P	Yale University	New Haven, Connecticut
York	C	York University	North York, Ontario
Boston Public Library	N	Boston Public Library	Boston, Massachusetts
Canada Inst. SciTech Info.	X	Canada Inst for Scientific & Technical Information	Ottawa, Ontario
Center for Research Libs.	N	Center for Research Libraries	Chicago, Illinois
Library of Congress	N	Library of Congress	Washington, D.C.
Natl. Agricultural Lib.	N	National Agricultural Library	Beltsville, Maryland
Natl. Library of Canada	X	National Library of Canada	Ottawa, Ontario
Natl. Library of Medicine	N	National Library of Medicine	Bethesda, Maryland
New York Public Library	N	New York Public Library	New York, New York
New York State Library	N	New York State Library	Albany, New York
Smithsonian Institution	N	Smithsonian Institution	Washington, D.C.

S=U.S. public university P=U.S. private university N=U.S. nonuniversity library C=Canadian university X=Canadian nonuniversity

APPENDIX B

TABLE NUMBERING CHANGES 1998-99 TO 1999-2000

From 1998-99 to 1999-2000 a number of new tables were added to *ARL Annual Salary Survey* publication and some old tables were renumbered. As a result of these changes, a new section was added, entitled **U.S. ARL University Libraries**, which includes Tables 26 and 29. Two new tables showing averages for all U.S. and Canadian institutions were also included as Table 3 and Table 4. The table below maps the old table-numbering scheme to the new one for purposes of comparison.

Old New

SALARY LEVELS FOR STAFF IN ARL LIBRARIES

1	1	Distribution by Salary Level
12	2	Salary Trends in ARL University Libraries
N/A	3	Salary Trends in U.S. ARL University Libraries
N/A	4	Salary Trends in Canadian ARL University Libraries

ARL NONUNIVERSITY LIBRARIES

2	5	Median and Beginning Professional Salaries in ARL Nonuniversity Libraries
3	6	Salary Trends in ARL Nonuniversity Libraries

ARL UNIVERSITY LIBRARIES

4	7	Filled Positions; Average, Median, Beginning Professional Salaries; And Average Years of Professional Experience in ARL University Libraries, FY 1999-2000
5	8	Beginning Professional Salaries in ARL University Libraries; Rank Order Table, FY 1998-99
6	9	Beginning Professional Salaries in ARL University Libraries; Rank Order Table, FY 1999-2000
7	10	Median Professional Salaries in ARL University Libraries; Rank Order Table, FY 1998-99
8	11	Median Professional Salaries in ARL University Libraries; Rank Order Table, FY 1999-2000
9	12	Average Professional Salaries in ARL University Libraries; Rank Order Table, FY 1998-99
10	13	Average Professional Salaries in ARL University Libraries; Rank Order Table, FY 1999-2000
11	14	Average, Median, and Beginning Professional Salaries in ARL University Libraries; Summary of Rankings, FYs 1996-97 to 1999-2000
13	15	Distribution of Professional Staff in ARL University Libraries by Salary and Position, FY 1999-2000
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15	17	Number and Average Salaries of ARL University Librarians by Position and Sex, FY 1999-2000
17	18	Number and Average Years of Experience of ARL University Librarians by Position and Sex, FY 1999-2000
19	19	Number and Average Salaries of ARL University Librarians by Years of Experience and Sex, FY 1999-2000
21	20	Average Salaries of ARL University Librarians by Years of Experience, FY 1999-2000
22	21	Number and Average Salaries of ARL University Librarians by Position and Type of Institution, FY 1999-2000
22b	22	Years of Experience of ARL University Librarians by Position and Type of Institution, FY 1999-2000
23	23	Number and Average Salaries of ARL University Librarians by Position and Size of Professional Staff, FY 1999-2000
23b	24	Years of Experience of ARL University Librarians by Position and Size of Professional Staff, FY 1999-2000
24	25	Average Salaries of ARL University Librarians by Position and Geographic Region, FY 1999-2000

Old New

U.S. ARL UNIVERSITY LIBRARIES

N/A	26	Average Salaries of U.S. ARL University Librariansss by Position and Years of Expeirence, FY 1999-2000
16	27	Number and Average Salaries of Minority U.S. ARL University Librarians by Position and Sex, FY 1999-2000
18	28	Number and Average Years of Experience of Minority U.S. ARL University Librarians by Position and Sex, FY 1999-2000
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20	30	Number and Average Salaries of Minority U.S. ARL University Librarians by Years of Experience and Sex, FY 1999-2000

CANADIAN ARL UNIVERSITY LIBRARIES

25	31	Filled Positions; Average, Median, and Beginning Professional Salaries; and Average Years of Professional Experience in Canadian ARL University Libraries, FY 1999-2000
26	32	Number and Average Salaries of Canadian ARL University Librarians by Position and Sex, FY 1999-2000
27	33	Number and Average Years of Experience of Canadian ARL University Librarians by Position and Sex, FY 1999-2000
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ARL UNIVERSITY MEDICAL LIBRARIES

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